

ENVIRONMENT MANAGEMENT POLICY

Printy Pieczętka Polska Limited Liability Company implements a policy in the field of environmental management by promoting and providing employees with information on environmental protection, motivating them to be pro-ecological. We also involve our suppliers and business partners in this process. The management staff at all levels of the company is actively involved in the implementation of strategic environmental goals and monitoring the process of their implementation. We believe that our actions will contribute to maintaining the natural balance and durability of basic natural processes, guaranteeing the possibility of meeting the needs of both the modern world and our future generations.

Our commitment to environmental management policy:

- The use of raw materials and technologies in production processes that are safe for people and the environment;
- Actions aimed at the protection of natural resources by reducing the consumption of paper, electricity and fuels, implementation of appropriate, selective waste management;
- The use of renewable energy sources and minimizing the amount of pollutants emitted into the air;
- Improvement of technological processes, investments and modernization of devices aimed at reducing the harmful impact on the environment.

If you have noticed a violation of this policy, report the violation to the e-mail address etyka@pieczatkapolska.pl.

We will remain anonymous when assessing violations and respect the confidentiality of the data provided. Each entry will be considered and no legal action will be taken against the applicant. The President of Printy Pieczętka Polska Limited Liability Company is responsible for the implementation of this policy.

LABOUR AND HUMAN RIGHTS POLICY

Printy Pieczętka Polska Limited Liability Company is committed to supporting and respecting internationally protected human rights, regardless of the type of action taken. This policy sets out the principles of human rights common to all employees, suppliers and business partners, which must be promoted in all situations, regardless of laws or practices. It is based on international human rights standards and generally applicable laws.

Our commitments on labour policy and human rights:

- Implementation of a mechanism that will oblige every employee and representative to respect human rights, and in particular to ensure that everyone is treated with dignity and respect.
- Managers will be required to advise each employee on the effective protection of human rights.

Our commitments to labour policy and human rights are designed to:

- Respect for human rights, so as to have and improve systems and processes to identify, prevent and eliminate all abuses of human rights in the course of its activities.
- Observance of freedom of association and the right to join collective labour unions;
- Prevention of trafficking in human beings and forced labour;
- Preventing child labour;
- Eliminating discrimination;
- Promotion of diversity and inclusion;
- Providing a safe working environment;
- Providing a safe workplace.

Printy Pieczętka Polska Spółka Limited Liability Company in the field of occupational health and safety complies with applicable law. This includes providing employees with appropriate personal protective equipment, establishing safety procedures and training programs on workplace hazards, and ensuring that emergency policies and procedures are in place. Company undertakes to respect the right to privacy and freedom of speech and to take all reasonable measures to protect employees against unauthorized access, use, destruction, modification or disclosure of personal information and data. Adequate safeguards for employee data are ensured and maintained in order to protect the privacy and dignity of employees.

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ANTI-CORRUPTION POLICY

Printy Pieczęćka Polska Limited Liability Company operates on the basis of legal regulations and in accordance with the highest ethical standards. Ensuring an honest and transparent business model of Printy Pieczęćka Polska Spółka Limited Liability Company which guarantees trust, safety and free competition is ensured for all stakeholders of Printy Pieczęćka Polska Spółka Limited Liability Company.

Company's anti-corruption policy Pieczęćka Polska Spółka Limited Liability Company reflects international good practices in the field of preventing, detecting and responding to bribery, identifying technological, financial and image risks related to corruption, and other corrupt behavior that may harm the economic interests of Printy Pieczęćka Polska Limited Liability Company.

Our Anti-Corruption Policy Commitments:

- Counteracting corrupt behavior consisting in the abuse of positions or functions in order to obtain undue financial or personal benefits;
- Active building and checking awareness of ethical attitudes and corruption threats among our employees and contractors;
- Representatives of the management staff are obliged to create a work environment based on respect for ethical standards and compliance with applicable regulations and laws;
- Avoidance of conflicts of interest that may undermine our integrity and credibility;
- Responsible and conscious identification of the risk of fraud and corruption threats;
- We report and explain violations of anti-corruption law and promptly take appropriate disciplinary and remedial actions;
- We comply with the provisions of anti-corruption regulations in all places where we conduct business and implement of rules of conduct for employees and representatives that increase anti-corruption security, including counteracting fraudulent practices that may be corrupt.

Corruption crime hinders economic development, infringes free competition, increases the costs of running a business, reduces the safety and quality of products and services, which may threaten the interests and damage the image of every entity participating in the economic turnover, hence, employees and representatives of Printy Pieczęćka Polska Spółka Limited Liability Company is prohibited for acts such as venality, bribery, influence trading - passive or active paid protection, managerial bribery

Anti-corruption policy guarantees:

- Implementation of system solutions to counteract the phenomenon of corruption, based on the analysis of information available inside the community and obtained from external sources;
- Obligation to create conditions for anonymous reporting of irregularities by employees and representatives;
- Obligation to train employees and representatives in counteracting corruption and responding to corruption-generating situations.

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ANTI-MOBING AND ANTI-DISCRIMINATION POLICY

Printy Pieczętka Polska Ltd. implements a policy aimed at preventing mobbing and discrimination. The management at all levels of the company is actively involved in the implementation of the policy aimed at counteracting mobbing and discrimination. We believe that our actions will contribute to maintaining balance and strengthening positive interpersonal relations between employees.

This policy sets out the principles common to all employees, as well as suppliers and business partners. Printy Pieczętka Polska Ltd. does not accept and counteracts mobbing and discrimination as well as other forms of psychological violence. Employees are obliged to comply with the prohibition of mobbing and discrimination and to report all cases of mobbing and discrimination.

Our commitments in the field of anti-mobbing and anti-discrimination policy:

- counteracting mobbing and discrimination;
- strengthening positive interpersonal relations between employees;
- undertaking interventions and eliminating the effects of identified cases of mobbing or discrimination;
- drawing consequences against people who are perpetrators of mobbing or discrimination.

Our commitments in the field of anti-mobbing and anti-discrimination policy are aimed at:

- promoting the desired attitudes and behaviors in relations between employees, in line with the principles of social coexistence, with particular emphasis on the applicable legal and official solutions in this regard;
- making efforts to ensure that the work environment is free from mobbing and discrimination and other forms of psychological violence;
- taking preventive actions to disseminate knowledge about the phenomenon of mobbing and discrimination, methods of preventing its occurrence and the consequences of its occurrence;
- taking preventive actions as part of the ongoing management of employees, related in particular to the application of objective criteria for job evaluation and open communication with employees.

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