



Partner's ESG Declaration of Responsible Cooperation (Contracting Party, Vendor, Bidder, Integrator)

By announcing its Strategy 2023+, Polsat Plus Group wishes to make the sustainable development strategy, which includes environmental, social responsibility and corporate governance factors (ESG), a permanent element of its operations.

As a result, Polsat Plus Group expects its Partners to make the commitment to observe the principles of ethics, respect human rights as well as fulfill the social and environmental criteria defined in the Partner's ESG Declaration of Responsible Cooperation.

1. Observance of principles of ethics

The Partner declares that it indulges in activities aimed at ensuring compliance with the rules of fair competition, respect for the law and ethical conduct.

2. Observance of terms of employment and work safety rules

The Partner declares that it takes care of the formal aspects of employment, assures safety in the workplace and social security for its employees.

3. Non-discrimination

The Partner declares that it is involved in creating work environment which is free from any discrimination due to sex, age, race, sexual orientation, competence, experience, potential disabilities, nationality, ethnic or social origin, skin color, language, marital status, parental status, religion, denomination or lack of any religious denomination, political views or any other dimensions of diversity that are defined by the valid law.

4. Combatting of forced labor

The Partner declares that it does not use any forms of forced labor or slavery and it does not employ children. The Partner confirms that it does not indulge in any practices having the form of modern slavery or human trafficking.

5. Fair remuneration

The Partner declares that it offers fair remuneration to its employees as compared to the labor markets that it operates on and it assures working hours which are compliant with the national labor code regulations.

6. Freedom of association

The Partner declares that it does not discourage the employees from organizing and joining employee organizations, choosing the organizations they want to join, and it neither discriminates against, nor takes any retaliatory actions against the employees who are members of or seek membership in such organizations.

7. Conservation of natural environment

The Partner declares that it observes the valid regulations of national and international law related to conservation of natural environment and it indulges in all possible activities aimed at reduction of e.g. the carbon footprint or consumption of resources.

8. Responsible management practices

The Partner declares that all the activities that it embarks on comply with the valid legal order, it observes the industry regulations related to its operations and it accounts for ESG-related management practices.



9. Prevention of corruption and bribery

The Partner confirms that it has in place and applies relevant internal practices in the field of prevention of corruption.

10. Tax compliance

The Partner declares that it treats tax compliance and tax management as essential parts of its corporate governance and that it has relevant tax risk management strategies and processes in place.

Violations of the principles of this declaration should be reported to:

deklaracje.ESG@cyfrowypolsat.pl