



ETHICAL TRADE POLICY

In terms of Corporate Social Responsibility approach, Ewa-Bis Sp. z o.o. Ltd. declares adherence to this Ethical Trade Policy, which is a set of values and principles that will guide us in our work. All employees are acquainted with this Policy and are obliged to comply with its provisions.

PEOPLE COME FIRST

We believe that respect for human beings, human rights and freedoms should be informing corporate operations in today's world. Therefore, in business to business relations, we will be guided by:

- honesty, respect and mutual understanding,
- respect for the equality and diversity of all people,
- openness to innovation and changes,
- sensitivity to supporting people in need.

CUSTOMER FOCUS

We can pursue economic activity only if we understand the needs of our customers.

In our cooperation with customers, we will:

- build beneficial relationships in an open, honest and fair manner,
- exercise due diligence in order to ensure that our products meet customer expectations for quality and terms of delivery,
- make every effort to avoid any situation resulting for one or both trading parties in embarrassment or acting in violation of law.

GREAT SUPPLIER RELATIONSHIPS

We are aware that the quality of our products and the manner of order fulfillment depend to a large extent on our suppliers. Therefore, in order to jointly ensure high standards of delivery and cooperation with customers, we commit ourselves to:

- a reliable, fair selection of Suppliers, prioritising those whose quality standards and principles of operation in trade are similar to ours,
- equal treatment of all suppliers and application of the same standards to all,
- require all suppliers to meet the same ethical requirements that we apply to ourselves.

RESPECT FOR THE LAW

We are one of the limited companies – subsidiaries of a European corporate group applying high standards of operation. We attach great importance to legal compliance in all areas of operation. Therefore, we declare:

- respect for workers' rights, combating all forms of discrimination and unequal treatment irrespective of differences between people,
- respect for the rights and freedoms of all entities (humans, legal persons)
- respect and full cooperation with public administration services,
- preventing all illegal activities (including tax fraud, restricting competition, violating workers' rights, bribery, protection of intellectual property or hate speech).

Warsaw 1.09.2021

Marek Marzec - Członek Zarządu