



ETHICAL CONDUCT CODE

Przetwórstwo Rybne Łosoś Sp. z o.o. places great emphasis on social and environmental sustainability. The company undertakes to conduct its business in a manner consistent with the law and the Business Ethics Policy. This includes complying with all anti-corruption laws, practising social responsibility, protecting the environment and actively promoting healthy, nutrient-rich food.

This Ethical Conduct Code describes the areas of activity and the company's approach to related issues.

1. FOOD SAFETY

The company is committed to providing food made to the highest quality standards, in accordance with current legislation, using ingredients that are safe for human consumption. We require the same from suppliers of raw materials cooperating with Przetwórstwo Rybne Łosoś Sp. z o.o. which are engaged in the production process.

2. PROHIBITION OF DISCRIMINATION

Przetwórstwo Rybne Łosoś Sp. z o.o. is committed to treating its employees with respect and dignity. No form of discrimination is allowed, in particular discrimination based on age, gender, sexual orientation, pregnancy, disability, nationality, ethnic origin, skin colour, religion or belief, political opinion, social background or marital status. Equal opportunities for women and men are provided in all areas of recruitment, work, education, salaries, access to training, promotions, and redundancy. The use of any kind of violence, be it physical, psychological or economic, or sexual or other forms of harassment, and the use of offensive language and other forms of intimidation is prohibited.

3. DIGNITY IN TREATING EMPLOYEES

The company condemns any use of forced or bonded labour, including forced prison labour. No obstacles are made by the company in termination of the employment relationship. Pay is not manipulated or withheld. Fraudulent recruitment practices that expose employees to exploitation and abuse at work are unacceptable. The company does not charge any recruitment fees. It does not require employees to make "deposits" or leave identity documents with the employer. Employment relationship is entered into and terminated on a voluntary basis.

4. EMPLOYEE WAGES, WORKING HOURS AND TIME OFF

The company complies with applicable laws and applies provisions on minimum wage, maximum working hours and overtime regulations. It does not make any deductions from employees' wages that are not required by law or are not agreed under the commitment signed with the employee. Pay deductions as a disciplinary measure are not permitted. All disciplinary measures should be documented.

The company pays the full salary due directly to the employee, to their designated bank account.

It provides the employee with a pay statement or pay slip. Employees are not required to work in excess of the number of hours allowed by applicable law. The company allows employees to refuse to work overtime when they wish to do so. Overtime shall be paid in accordance with the Labour Code.

In addition, employees are provided with regular and comprehensible information on the components of their remuneration. The obligations arising from the employment relationship and the terms of employment regarding, among others, pay are recorded in text form and communicated to all employees prior to commencement of employment. Employees do not work longer than the legally permitted working hours. Statutory rest days are observed. All work must be performed under the terms of the employment relationship provided by law. The employer will not evade its obligations to employees under labour law or social legislation.

5. FREEDOM OF ASSOCIATION

PR Łosoś Sp. z o.o. guarantees the right of association. Employees have the right to assemble in accordance with the relevant legislation and to form or join trade unions and employee representative groups. In addition, employees have the right to collective bargaining to resolve labour and pay issues. The assertion of these rights must under no circumstances be punished by repression. The employer adopts an open attitude towards trade union activities and their organisational activities. Employee representatives are not discriminated against and are free to exercise their representative functions in the workplace.

6. FOREIGN WORKERS

The company is committed to the equal and fair treatment of employees from other countries and of other nationalities who work at the PR Łosoś Sp. z o.o. plant. These persons are not discriminated against in any manner, and in the event of complications arising from the nature of their work in a territory other than their country of residence, the company will provide support and assistance in adapting to Polish customs. The company supports all diversity management activities.

7. EMPLOYEE HEALTH AND SAFETY

The company undertakes to provide employees with a safe and hygienic working environment in accordance with applicable legislation. All rights and obligations under the Labour Code and OHS regulations are complied with. In particular, all requirements to counteract accidents, injuries resulting from, in connection with or in the course of work, fires and other incidents that pose a risk to employees are complied with. The company will take appropriate measures to reduce the causes of hazards present in the working environment as much as possible. Employees receive regular occupational health and safety training. Such training is provided again for employees who are new, as well as those already active in the work area. Employees are provided with appropriate protective clothing, in line with industry requirements. They are also properly educated in occupational health and safety. Each employee is provided with access to sanitary facilities, drinking water and a place to eat.

8. CHILD LABOUR

The company does not employ children and complies with laws on protection of minors. All employees are of legal age. Only people of minimum working age, i.e. 18 years and over, are employed. No child labour, or overtime or night work is used. The standards and provisions of the International Labour Organisation are in force.

9. ANTI-CORRUPTION MEASURES

Any active or passive corruption is prohibited. Bribes are illegal and strictly prohibited. Bribery can result in serious criminal sanctions, including imprisonment and fines for individuals, as well as significant fines against the company which can damage the company's business reputation. No employee has the right to offer payment or any other benefit, or to take advantage of such illegal offers made by third parties. The company particularly adheres to honest, ethical and transparent communication and contacts with different types of government offices and institutions. It is strictly forbidden to offer payment or any benefit to any state body or official.

10. ENVIRONMENTAL PROTECTION

PR Łosoś consciously seeks to reduce the negative impact of industry on the planet and its environment through the implementation of the Environmental Policy. Measures have been taken to protect the planet, and new investments are planned in relation to ecology in broader terms.

The company fully segregates materials for 100% recycling. Everything is kept on strict record in the system. Full use is also made of post-production waste which is transferred as per contracts to biogas plants where it is used to produce electricity.

F-gas-based (Freon) refrigeration systems were decommissioned in the company to contribute to the protection of the planet's ozone layer.

As optimal water consumption is one of the ecology aspects it is under strict control at PR Łosoś. The company draws it from its own deep wells.

Reducing atmospheric emissions of greenhouse gases is very important to the company. That it is why it has invested in a modern gas boiler that generates less CO₂.

Heat recuperation equipment is in operation at the company.

The provisions of this Code set minimum, not maximum, standards, and the Code forms the basis of the ethical value system at Przetwórstwo Rybne Łosoś Sp. z o.o.

The above Ethical Conduct Code was updated on 1 September 2023.



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President of the
Management Board



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Vice-President of the
Management Board



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Member of the
Management Board



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Trade Unions