

Aware of the surrounding  
community



**CODE OF ETHICS**  
ENERGOPROJEKT-KATOWICE SA

[www.epk.com.pl](http://www.epk.com.pl)



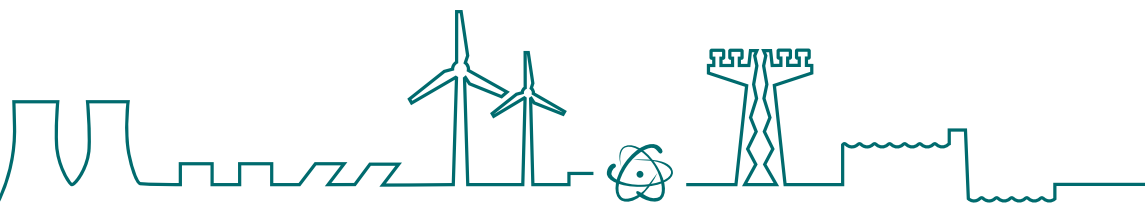


Effectiveness, c  
Potential, Knowledge

As a design and engineering firm with a rich tradition and established market position, we are aware of our role in the surrounding community, our responsibility to future generations, and our active participation in sustainable development. Our daily work and development is based on an ethical and responsible attitude towards our stakeholders.

Activities aimed at ensuring high quality of services, reliability towards contractors, employees and the environment demonstrate a responsible approach to the management of the company and are one of the sources of its success.

**The reputation and trust of the company is one of our greatest assets.**



# Our values

## First and foremost - Man

- A comfortable and safe workplace, a friendly atmosphere;
- Commitment, communication and co-operation, honest and complete exchange of information, mutual respect;
- Equal opportunities for employment, promotion, development and improvement;
- Care for common material assets and optimization of costs;
- Loyalty and protection of information;
- Work-life balance, the opportunity to pursue one's passions.

## Most of all – responsibility

- Shareholders – open information policy and activities in accordance with the Articles of Association;
- Customers – emphasis on high quality service, satisfaction and strengthening of customers' trust in EPK;

- Business Partners – transparent relationships based on respect, integrity and professionalism;
- Competition – Adherence to the principles of fair competition;
- Local community – support and commitment to the interests of the environment, building lasting relationships;
- Ecology – responsibility for the environment.

## Above all – quality and development

- Provide services with commitment and attention to high quality, fulfilling all commitments made to the customer.
- Seeking new opportunities for development, striving to continuously increase the value of the company and ensure security and financial stability.
- Increase investment in innovation, develop green technologies that minimize environmental impact.

## Workplace – Employees, Shareholders, Retirees

1. We treat everyone with integrity, respect and dignity. We build relationships with colleagues based on professionalism, mutual support and the highest ethical standards.
2. We communicate with honesty and respect. We are open and assertive in expressing our views and opinions. We respect diversity, differing opinions and perspectives.
3. We value each employee's contribution to the functioning of our company and support their development, expanding their competencies and improving their skills. We create a friendly work environment that is conducive to the achievement of individual and common goals.
4. Respect for the interests of the employer and the employee is mutual. Our work is based on mutual trust, we make every effort to use the time allocated for work efficiently and reliably in accordance with the provisions of the Labor Code, and we allocate actual hours to specific tasks without falsifying the contribution of work to a given project.
5. We value the potential and competence of our employees. We utilize the knowledge and experience of those with many years of experience and appreciate the openness of those who share their project and process experiences with us.
6. We accept and promote Employees, taking into account the qualifications required for the position. Employees will not be discriminated against on the basis of race, religion, nationality, color, age, sex, marital status, or disability that does not affect the results of their work.
7. We strive to provide stable employment and honestly communicate employment prospects to prospective employees.
8. We provide feedback to employees that influences motivation and commitment and encourages positive behavior.
9. We inform employees about the goals of our company and the responsibilities of each job.



10. We provide a clean, healthy and safe working environment in accordance with standards, laws and regulations and the requirements of health and safety standards.
11. We apply the rules of a transparent and clear compensation policy. The rules of the compensation system are designed to take into account the individual contribution of each employee.
12. Information obtained from employees in the course of their work will not be used for competitive purposes other than those for which it was provided.
13. We treat the welfare of our customers with special respect. We honor confidentiality agreements, and when working remotely, we do not process business information on personal computers.
14. We do not accept any form of disrespect or inappropriate behavior in the work environment, including but not limited to bullying, hazing, discrimination and harassment.
15. We recognize our special obligations to employees who are nearing retirement.
16. We foster camaraderie and relationships with retirees who previously worked in the Office.
17. To the extent possible, we support employees in pursuing their passions.
18. We create opportunities for employees to engage in charitable activities (volunteering, charity events).
19. We offer employees the opportunity to participate in cultural and sports events, subsidize sports activities, and provide them with branded sportswear if they represent the Office in sports competitions.
20. We provide assistance in accidental cases.

## Contractors

1. We put emphasis on high quality of services, satisfaction and strengthening of customers' confidence in our company.
2. The relationship between the company and the contractors is based on mutual trust.
3. Payment for services rendered or goods delivered shall always be made on time and in accordance with the contract.
4. Information regarding the Company's relationship with Contractors shall be treated as confidential.
5. We avoid providing false, exaggerated or incomplete information in promotional, advertising and other communications.
6. We compete fairly with competitors and do not harm their reputations. We do not take any action to discredit competitors.
7. In our dealings with competitors, we avoid situations that allow the disclosure of confidential business information.
8. We comply with public procurement laws. We do not take actions to influence decision-makers by promising them benefits and giving them financial gratification.
9. We shall state in our offers such terms and conditions that we are actually able to meet.
10. We present reliable results and experience in our proposals.
11. We do not cooperate with business partners from countries where war is being waged or human rights are not respected.



## Social engagement

1. We take into account the interests of the entire environment and try to consider both national and local interests.
2. We support the local community. To the best of our ability, without jeopardizing the interests of employees and shareholders, we participate in selected charitable activities and sponsorships in four categories: disadvantaged youth, culture, science and sports, with special attention to the interests of disadvantaged children. We participate primarily in actions involving EPK employees (grassroots initiative).
3. We participate in actions aimed at promoting the region (Silesia) and the industry (ENERGETYKA) in which we operate.

## Ecology

1. Our activities are guided by a high level of environmental responsibility.
2. We implement green management in accordance with the objectives of sustainable development.
3. We comply with regulations regarding the storage of hazardous waste.
4. Together with our business partners, we seek new solutions to be as environmentally and climate neutral as possible.
5. We require ourselves and our suppliers to act in accordance with ecological and environmental principles.

*The ultimate goal of morality is to be a person  
who does good regardless of circumstances.*

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