



POLICY AGAINST
BULLYING AND DISCRIMINATION

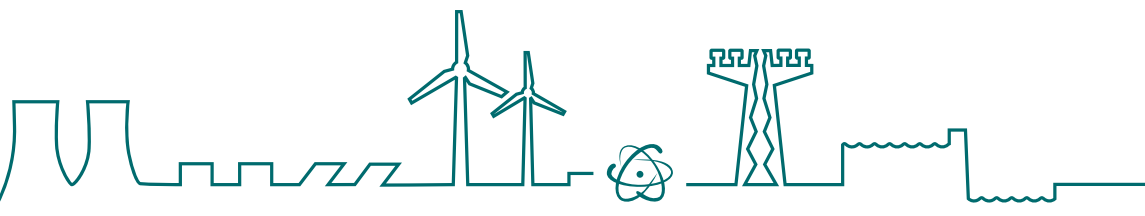
ENERGOPROJEKT-KATOWICE SA

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Respect, equality and dignity
are our foundation



1. Definitions used in this document

The terms used in this procedure are given the following meanings:

1. **Labor Code** – the Act of June 26, 1974 on the Labor Code (Journal of Laws 2023, item 1465);
2. **Psychological harassment** – regulated by Article 94³ of the Labor Code – actions or behaviors concerning an employee or directed against an employee, consisting in persistent and prolonged harassment or intimidation of an employee, causing underestimation of the employee's professional usefulness, causing or intended to humiliate or ridicule an employee, isolating or eliminating an employee from a team of co-workers;
3. **Discrimination** – regulated in Article 18^{3a} of the Labor Code - different treatment of different subjects who are in a similar situation, in particular on the basis of gender, age, disability, race, religion, nationality, political beliefs, ethnic origin, religion, sexual orientation, as well as on the basis of working hours and form of employment. Similarity of situation should be assessed on the basis of objective and verifiable relevant circumstances;
4. **Employer** – Biuro Studiów, Projektów i Realizacji „ENERGOPROJEKT-KATOWICE” Spółka Akcyjna in Katowice, registered in the Register of Entrepreneurs of the National Court Register kept by the District Court Katowice-Wschód in Katowice, 8th Commercial Division of the National Court Register under the KRS number: 0000052247;
5. **Employees** – persons employed by the Employer on the basis of an employment contract and a civil law contract;
6. **Proceedings** – this Anti-Harassment and Discrimination Procedure;
7. **Anti-Harassment Committee** – a team established to resolve a case of harassment or discrimination reported by an Employee.

2. Rights and obligations of Employees and Employer

2.1. Obligations of the Employer

1. The Employer is committed to taking all legally permissible actions, including those described in the Procedure, to prevent harassment and discrimination in the workplace or in connection with the work performed by employees.
2. The Employer aims to make the Employees aware that all forms and manifestations of threatening behavior aimed at harassment, humiliation or discrimination or exploitation of another person are not acceptable to the Employer and will not be tolerated by the Employer, and the Employer declares that it will introduce effective and understandable methods aimed at detecting and eliminating unacceptable forms of behavior.
3. The Employer is obligated to take all measures prescribed by law, including those described in the Procedure, to level the social effects of mobbing and discrimination, including, in particular, to intervene and provide assistance to the victims of mobbing and discrimination.
4. The Employer is entitled and obliged to take all measures prescribed by law, including, in particular, the provisions of the Labor Code, against persons who commit mobbing and discrimination.
5. The Employer shall take the actions described in the procedure if an employee makes a report.
6. The Employer shall also take the actions specified in the Procedure if it learns of the occurrence of mobbing and discrimination from a source other than the employee's report.



2.2. Powers and duties of Employees

1. Any employee who is the victim of harassment or discrimination shall have the right to demand that the Employer take action to ensure that the harassment and discrimination cease.
2. The exercise by the Employer of the right referred to in para. 1 shall in no way prejudice the employee's right to seek legal protection under applicable laws.
3. An employee may not suffer adverse consequences for making a report of harassment or discrimination that is true and confirmed in the course of an investigation.
4. Any employee who has or becomes aware of instances of harassment or discrimination is required to make a report in the manner described in the procedure.
5. An employee who reports a case of harassment is required to provide evidence of the harassment.
6. Unsubstantiated allegations of harassment or discrimination are strictly prohibited.
7. Behavior or conduct of the Employee that is recognized by the Labor Code as mobbing or discrimination shall be considered a serious violation of the basic duties of the Employee within the meaning of Article 52 §1 item 1 of the Labor Code or a serious violation of the basic contractual duties.
8. Failure of an Employee to inform the Employer about the observed behavior of another Employee that may be considered mobbing in accordance with the Labor Code shall be considered a breach of employee or contractual duties.

3. Liability for bullying and discrimination

1. Persons who engage in bullying or discrimination will be subject to liability as provided by law, including, without limitation, the Labor Code;
2. Persons who unjustifiably slander another person or group of persons for bullying or discrimination will be subject to liability as provided by relevant laws. In addition, the aforementioned conduct shall be considered a serious violation of the employee's basic duties within the meaning of Article 52 §1 item 1 of the Labor Code or a serious violation of contractual obligations.

4. Countering bullying and discrimination

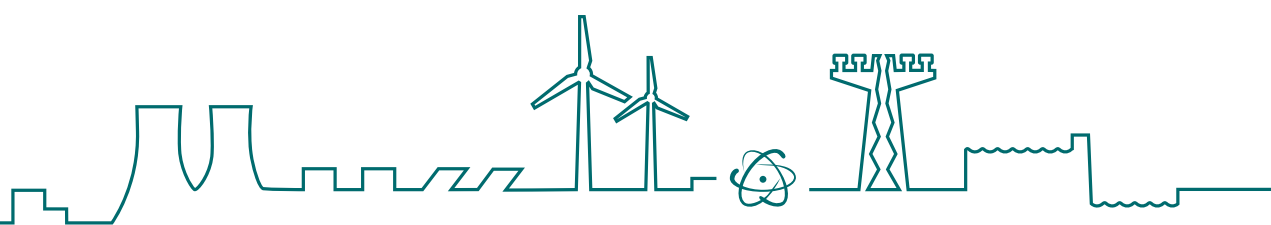
1. The Employer shall take active measures against harassment and discrimination, consisting in particular of
 - a. The employer's immediate response to signals from employees regarding the use of harassment and discrimination;
 - b. The application of preventive measures by supervisors, in particular regarding the application of objective criteria for evaluating the impact of work, clear definition of responsibilities towards employees, open communication with employees,

and effective identification and resolution of interpersonal conflicts between employees;

- c. Implement a process to address bullying and discrimination in the workplace.
2. In particular, the Board of Directors, the Director of Communications and Human Resources and the Head of Human Resources and Payroll are authorized to carry out the tasks specified in paragraph 1 above.

5. The process for making reports of bullying and discrimination cases

1. Any Employee who is a victim or witness of harassment or discrimination has the right and the obligation to report any of the above to the Employer.
2. Any report shall be made in accordance with the whistleblowing rules described in the Employer's Whistleblowing Policy.
3. The Employer's handling of the report will be in accordance with the rules described in the Employer's Whistleblower Policy.



Together we create an
environment free of bullying
and discrimination



*It is never too late to stand on the side
of justice and respect for every human being*

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