



GAZ-SYSTEM HUMAN RIGHTS POLICY

GAZ-SYSTEM is a socially responsible organisation, aware of its role in ensuring national energy security.

It pursues its activity with respect for human rights, ethical standards and in accordance with the principles of sustainable development. The company's operations are driven by such values as professionalism, reliability, cooperation, safety and social responsibility.

The Human Rights Policy outlines the company's commitment in this area and its pledge to implement activities that contribute to the respect and protection of the rights underlying the existence of a just and democratic society.

GAZ-SYSTEM embraces and advocates respect for freedoms as well as human and civil rights ensuing from:

- the Constitution of the Republic of Poland;
- the Charter of the United Nations;
- the Universal Declaration of Human Rights;
- the International Covenant on Civil and Political Rights;
- the International Covenant on Economic, Social and Cultural Rights.

Human rights are universal, inherent, inalienable, natural and indivisible. A catalogue of fundamental rights and freedoms appertains to everyone, regardless of gender, race, religion or place of residence. We are committed to respecting and promoting these rights in our operations, as well as relations with employees, suppliers, business partners and local communities.



CODE OF ETHICS

We have developed our corporate Code of Ethics which sets key ethical principles that define standards of conduct for employees, management and business environment. The document serves to build authentic relationships, mutual support and foster trust. Any identified violations of ethical standards in the company shall be reported to: **rzecznik.etyki@gaz-system.pl**. All reports are thoroughly investigated and remedial measures are immediately taken if any irregularities are conformed. At GAZ-SYSTEM, we strive to build an organisation based on integrity, mutual support and openness to new challenges.



CODE OF CONDUCT FOR SUPPLIERS

We have developed a Code of Conduct for Suppliers which sets out the requirements for suppliers in accordance with our values and the principles of social responsibility and sustainable development. All suppliers are obliged to comply with the laws, rules and regulations of the country in which they operate.



EQUAL EMPLOYMENT OPPORTUNITIES AND EMPLOYEE RIGHTS

We ensure that employees are treated impartially and fairly throughout the recruitment processes, in appraisals, access to training, promotions and changes in working conditions and pay. We respect diversity and condemn any form of bullying or discrimination in the workplace. We comply with labour laws and international standards on employee rights.



HEALTH AND SAFETY AT WORK

We attach great importance to the safety and protection of health of employees and co-workers. We strive for the complete elimination of accidents at work and near-misses by continuous identification of risks, raising employee awareness, providing top-quality protection measures and improving the control system. We ensure safe working conditions and implement adequate procedures to prevent accidents at work. Suppliers and business partners are also obliged to comply with health and safety standards, which is subject to meticulous verification in the course of cooperation.



DIALOGUE WITH LOCAL COMMUNITIES AND BUSINESS PARTNERS

We engage in dialogue with local communities and business partners to better understand and respond to their needs. We incorporate their opinions into our operations and jointly seek win-win solutions. We communicate our activities, investment projects and their impact on the environment in a transparent manner. We support local communities and organisations through engagement in charitable initiatives and participation in local events. We respect diversity and local culture. The partner relationships with local communities result in our investment projects being well received.



REPORTING VIOLATIONS AND PROTECTING WHISTLEBLOWERS

We provide whistleblower protection for those reporting violations of ethical principles and standards, bullying and corruption. All reports are treated as confidential and thoroughly investigated. We ensure the protection of whistleblowers and guarantee that no person will be subjected to reprisals for reporting violations as it serves the best interests of employees and the entire company.

CONCLUSION

GAZ-SYSTEM is committed to respecting human rights in all areas of its operations. We strive to create a fair, safe and sustainable working environment where all employees and business partners are treated with respect and dignity.

DECLARATION OF THE COMPANY MANAGEMENT BOARD

As the Gas Transmission System Operator GAZ-SYSTEM S.A., we are committed to respecting and protecting human rights in all aspects of our business. We recognise these rights as an integral part of our mission and corporate values.

At GAZ-SYSTEM, we strive for full compliance with international human rights standards as stipulated in the UN Charter on Human Rights. We comply with our commitments which stem from these principles and incorporate them in our strategy and business practice.

We disapprove any and all forms of discrimination in the company, including but not limited to intolerance based on race, gender, age, sexual orientation, religion or disability. We are committed to creating and maintaining the principles of fairness and equality in the working environment where every employee is treated with due respect and is provided with opportunities for development.

We seek active dialogue and collaboration with our stakeholders, including employees, local communities, suppliers, customers and business partners. We support initiatives and projects that contribute to promoting human rights, raising labour standards and public awareness in this regard.

We are committed to reporting progress in our Human Rights Policy on a regular basis. We endeavour to monitor the adopted solutions, identify areas for improvement

and take appropriate corrective action to continuously advance our human rights initiatives. We are determined to analyse trends, regulatory changes and best practices in the field of human rights in order to adapt our actions and commitments to new and ever growing challenges and expectations.

GAZ-SYSTEM Management Board