

## CODE OF CONDUCT FOR BUSINESS PARTNERS OF MOSTOSTAL WARSAWA

MOSTOSTAL WARSAWA Group, in support of values contained in the United Nations *Global Compact* (Global Pact), to which Acciona Construcción, the main shareholder of MOSTOSTAL WARSAWA, is a signatory, has taken on challenge of gradually implementing ten universal principles on which this initiative based concept of business operations. MOSTOSTAL WARSAWA Group has also committed to keeping its stakeholders informed, in a completely transparent and objective manner, of progress made in this process.

ACCIONA and MOSTOSTAL WARSAWA therefore encourage their suppliers, contractors and other collaborators to join United Nations Global Compact: [www.unglobalcompact.org](http://www.unglobalcompact.org) and to report regularly on progress made in their implementation.

MOSTOSTAL WARSAWA aims to extend its commitment to suppliers, contractors and collaborators to ensure stable and long-lasting business relationships based on honesty, transparency and trust, minimising risks of violations of human and social rights and ensuring strict compliance with laws and regulations, particularly on environmental impact issues, while ensuring continued supply of goods and services.

MOSTOSTAL WARSAWA applies number of fair, objective and non-discriminatory criteria in process of selection of suppliers, contractors and collaborators. ACCIONA and MOSTOSTAL Capital Group promotes fair competition, fair treatment and avoids conflicts of interest of any kind, endeavouring to stand in line with the Code of Conduct and to combat fraud and corruption.

This is the way MOSTOSTAL WARSAWA commits to make positive contribution to society by its activities and expects suppliers, contractors and collaborators to also cooperate in these areas, adopting the same principles in their own operations, in their affiliated entities, as well as in relation to all categories of people with whom they have business relations with, such as employees, subcontractors and other partners.

### Business principles

#### Transparency and ethics

For MOSTOSTAL WARSAWA, corporate transparency, integrity and business ethics are key to maintaining lasting business relationships. Accordingly, the Group is committed to conduct all activities in compliance with applicable laws and regulations, maintaining highest ethical standards.

MOSTOSTAL WARSAWA expects from its suppliers, contractors and other collaborators:

- Compliance with applicable laws, regulations and rules.

- Avoiding any unethical behaviour or conduct; even if it does not involve breach of law, but may damage MOSTOSTAL WARSZAWA's reputation.
- Refraining from participating in actions and activities that compromise basic ethical principles or threaten rules of law.
- Transparency and honesty when communicating financial, commercial and corporate information.
- To observe rules of confidentiality; not to use or share information obtained in confidence within framework of business relationship, unless expressly authorised by MOSTOSTAL WARSZAWA or because of legal obligation or in accordance with the law.
- Guarantee privacy of personal data to which they have access in performance of their activities.
- Adhere to highest ethical and moral standards, refraining from practices involving corruption in all its forms, including extortion and bribery.
- Refraining from offering, directly or indirectly, any payments in cash or in-kind equivalents on behalf of MOSTOSTAL WARSZAWA Group companies, neither to its employees or others, with the intention to unlawfully obtain or maintain such business advantage or unauthorised business advantage.
- Compliance with economic, trade, financial sanctions or provisions of laws, regulations or restrictive measures imposed, adopted, imposed or enforced by the United Nations and the European Union and countries according to published sources on Polish Government website.
- MOSTOSTAL WARSZAWA encourages its suppliers, contractors and other collaborators to have their own policies and codes of ethical conduct, setting out behaviours in line with fundamental ethical principles towards their stakeholders.

## Human and social rights

MOSTOSTAL WARSZAWA embraces values expressed in the Declaration of Human Rights, resolutions of International Labour Organisation (aimed at respecting dignity of individual) and the UNICEF Convention on Children Rights.

MOSTOSTAL WARSZAWA therefore expects all its suppliers, contractors and other collaborators to:

- Uphold and respect protection of globally recognised fundamental human rights within its sphere of influence and not to be complicit in violations or abuses of human rights.
- Reject any kind of physical, psychological or moral harassment or abuse of power and any other behaviour that constitutes intimidation or violates rights of persons.
- Provide working environment where all employees are treated with dignity and respect, free from intimidation, violence, sexual exploitation or abuse, verbal or psychological harassment and ill-treatment.
- Prohibit forced labour in all its forms by adopting employment practices that are in line with International Labour Organisation conventions in this area.
- Comply with wage and working time laws and regulations, respecting employees' rights (minimum wage, overtime pay, rest and holiday periods).
- Not to accept discrimination in employment and work on the grounds of age, race, colour, sex, religion, descent, nationality, sexual orientation, physical ability, pregnancy, health, public opinion, trade union membership or marital status and to comply with the legal requirement for the social employment of persons with disabilities in accordance with national legislation.
- To promote freedom of association and effective recognition of rights to collective bargaining.
- Eliminate juvenile labour by not employing minors in any type of work, with the minimum age of admission to employment being no lower than the age of completion of compulsory schooling, in accordance with relevant national legislation. Adolescents should not be engaged in work that may be hazardous, interfere with their education or be harmful to their health or physical, mental, social or moral development.

MOSTOSTAL WARSZAWA calls on its contractor suppliers and other collaborators to put in place policies and practices that are in line with the above-mentioned international standards, ensuring respect for human and social rights of people associated with their operations.

## Health and safety

MOSTOSTAL WARSZAWA promotes implementation of health and safety policy in the workplace, corresponding to requirements established by relevant national legislation, ensuring working environment in which health and safety of employees is respected.

MOSTOSTAL WARSZAWA applies health and safety standards and rules and expects this from its suppliers, contractors and other collaborators:

- Provide its employees with safe and healthy conditions in the workplace, committing to international safety standards.
- Provide, as a minimum, access to potable water and sanitation, fire safety, industrial hygiene, sufficient lighting and ventilation and adequate protection for any activity.
- Apply preventive measures to avoid hazards in the workplace and respond in case of accidents at work.
- Train their employees to be aware of the above measures and apply them to ensure safety of themselves, other employees, customers, suppliers, contractors and colleagues and anyone else who may be affected by their activities.

MOSTOSTAL WARSZAWA recommends that suppliers, contractors and other collaborators have occupational risk prevention policy that is adhered to by all stakeholders.

## Quality and environment

Protecting and respecting environment is one of the fundamental pillars of MOSTOSTAL WARSZAWA's operations, as demonstrated by its adherence to environmental best practice in all business activities and its commitment to promoting initiatives to combat climate change and protect biodiversity.

In line with this philosophy and practice, MOSTOSTAL WARSZAWA expects all its suppliers, contractors and other collaborators to:

- Maintain effective environmental policy and comply with applicable environmental laws and regulations.
- Prioritise attitudes that prevent breaches and encourage initiatives that promote greater environmental responsibility and achieve environmental efficiencies in where they do business, gather equipment and obtain resources.
- Design production processes to make efficient use of available resources and minimise environmental impact.
- Encourage development and dissemination of environmentally friendly technologies.
- Ensure that effective systems are in place to identify, control and mitigate environmental impacts caused by its activities in terms of consumption of natural resources, management of emissions, waste, hazardous substances and discharges.
- To restore, using all necessary means, previous state in case of environmental damage.

MOSTOSTAL WARSZAWA recommends that its suppliers, contractors and other collaborators apply quality and environmental policy that guarantees respect and environmental sustainability.

These rules apply to all suppliers, contractors and other collaborators of Group companies.

MOSTOSTAL WARSZAWA will consider continuing to establish or withdraw from business relationships with suppliers, contractors and/or other collaborators who do not comply with the principles set out in this document.

Suppliers, contractors and other collaborators should report any improper practices of which they are aware relating to non-compliance or violations of the principles of conduct set out in this document via e-mail to the dedicated mailbox channels at [etyka@mostostal.waw.pl](mailto:etyka@mostostal.waw.pl) or [naruszenie\\_prawa@mostostal.waw.pl](mailto:naruszenie_prawa@mostostal.waw.pl) - directly to the Supervisory Board of Mostostal Warszawa S.A.

Suppliers, contractors and other collaborators should also use this channel for any questions regarding interpretation of the above rules.