

Gliwice, 20 December 2011

## **Annual Report for GLOBAL COMPACT**

Etisoft Sp. z o.o. has been a participant of the Global Compact initiative since December 2010. After one year of participation, we would like to present a report summing up our efforts in the area of observing the principles required by the Global Compact initiative. The report sums up efforts in the area of human rights, employee rights and the environment protection.

### **Human rights**

As we have a network of distributors in both, Poland and other countries, we cooperate with companies based all over the world. Etisoft Sp. z o.o. firmly supports respecting the human rights by the international community. By taking care to respect the human rights in all units of our Company, we make all efforts in order to ensure that our employees do not feel discriminated on any grounds and that their rights are respected and adequately protected.

### **Employee rights**

The efforts made to eliminate the opportunities for infringing the human rights and at the same time to control the process of respecting the rights of our employees include continuous supervision from the senior and lower management over the process of upholding this principle. Additionally, strict control over manifestation of all forms of discrimination is ensured by meetings with the employees, assemblies, team-building trips and training trips. The employees are recruited and work pursuant to the provisions of Chapter II a (Articles 18<sup>3a</sup> – 18<sup>3e</sup>) of the Polish Labour Code, which forbid all forms of discrimination. The percentage of employed women in relation to men is approximately 35 – 65%. We also uphold the initiative to create workplaces for the disabled. We employ persons with profound hearing impairment and the deaf.

### **The environment**

Furthermore, Etisoft Sp. z o.o. cares about the environment.

In August 2007, the Company implemented the Environmental Management System according to ISO 14001:2005, which confirms that the organisation meets the most rigorous environment protection standards and regulations.

The environment protection policy implemented in our Company includes the following:

- waste sorting on the Company's premises – appropriately marked bins and containers were placed all over the Company,
- waste management – hardly managed waste, such as toners and batteries, are provided to specialised companies which have to present certification documents,

- waste disposal – such waste as paints, oils and lubricants generated as the result of operation of our lines is also provided to specialised companies which have dedicated facilities to dispose of such waste before utilisation,
- waste recovery – as we make efforts to properly sort waste, we are able to partially recover such materials as cardboard, paper and plastic wrap.

ETISOFT Sp. z o.o.

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Prezes Zarządu