

COMMUNICATION ON PROGRESS (COP)

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

20.09.2021

To our stakeholders:

I am pleased to confirm that ASTEK Polska reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,
Dariusz Korek,
Managing Director ASTEK Polska

2. DESCRIPTION OF ACTIONS

Human Rights

We ensure workers are provided safe, suitable and sanitary work facilities. We protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats. Using Great Place to Work diagnostic tools, we measure the quality of work in our company and continually strive to improve it.

Labour

We ensure that the company does not participate in any form of forced or bonded labour. We comply with minimum wage standards. Furthermore, we ensure that employment-related decisions are based on relevant and objective criteria.

Environment

Due to the company's service offer, we do not generate environmental pollution by production. Additionally, after we switched to remote work, the damage to the environment produced by ASTEK Polska is even more minimized. Currently, we are at the stage of implementing environment ISO 14001, which also obliges us to switch to electronic document workflow and reduce the use of paper in other aspects of our work.

Anti-Corruption

We assess the risk of corruption when doing business. We mention “anti-corruption” and/or “ethical behavior” in contracts with business partners. We ensure that internal procedures support the company’s anti-corruption commitment.

3. MEASUREMENT OF OUTCOMES

We have been listed among the Best Workplaces in Poland (survey conducted by Great Place to Work), which is the best confirmation of our care for the quality of working conditions of our employees and co-workers.

Due to our strong integration with „Climate Action”, we are in the process of ISO 14001 certification, and are currently in the process of identifying areas for improvement and introducing electronic document workflows wherever possible.

We are extremely keen on "Quality education" and that is why we run a lot of internal academies aimed at developing our employees and associates, recruiting unqualified candidates and letting them learn under the wing of experienced specialists in given fields. We are also releasing educational articles and preparing a series of public educational webinars.

Furthermore, we conducted a Virtual Marrow Donation campaign together with the DKMS Foundation, where our employees got involved in registering to the database of potential marrow donors; additionally, the company donated funds for the Foundation's activities. "Good health and well being" are visible values in the company's business strategy planning. We also raised funds for a Foundation chosen by the employees. As every other year, also, during the last year, we supported the „Szlachetna Paczka” campaign with money and products.

For the coming year, we are also planning a series of internal educational activities related to inclusion in society and sustainable development. "Peace and Justice Strong Institutions" is an area in which we want to grow in the coming time.