

COMMUNICATION ON PROGRESS (COP)

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

15.09.2022

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. Lately, we implemented 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. We are also taking educational measures to care for the environment.

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

Next year in a row 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.

This year, at first quarter we focused on "Gender Equality" Goal especially by internal campagne, educating and informing our employees about our Diversity policy and support for employees of all genders. This period of time was also intense because of the situation in the east Europe, we also have taken actions as a reaction to situation in Ukraine. With the involvement of employees, we donated several thousand zlotys to the humanitarian foundation. In addition, we have introduced a support program for employees who come from or are related to Ukraine, as well as psychological assistance for those who, due to the situation, found themselves in need. Thus showing our commitment to the „Peace and justice, strong institutions" Goal.

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.

Due to our strong integration with „Climate Action", we passed the ISO 14001 certification but we're still working on improvement in this area. We educating our employees by newsletters, trainings, infographic but also engaging by internal eco contests and employee volunteering. For World Maritime Day we are going to clean chosen beach in tricity. As a whole group we have conducted a detailed analysis of CO2 emissions and energy consumption and are working to minimize them based on the research.

We will devote the last quarter as we did last year to Goal "Life on land", last year we collected more than 420 kilograms of pet food, toys, cleaning supplies and other needed products but we also educated about pet hygiene and care and encouraged adoption. This year we plan to achieve even more. We also conducted a collection for the "Noble Parcel" campaign, where the poorest and sickest receive gifts for Christmas, products and equipment to help survive the winter, toys for children, clothes, etc. products we bought for more than 6 thousand zlotys.