

Edition I

Human Rights Policy of ROBYG Group

1. Introduction

ROBYG has been changing Polish architecture for years, shaping trends in the housing industry. Years of experience in selling apartments and creating living spaces, allows optimal adaptation of constructed housing estates to the needs of the modern consumers.

ROBYG (hereinafter also: ROBYG Group or Group) is actively investing in four large agglomerations: Warsaw, Gdańsk, Wrocław and Poznań.

The Group operates in the housing development sector and is involved in the construction and sales of residential properties. All Companies forming the Group have their registered offices and conduct business activities in Poland.

Respect for human rights is one of the pillars of everyday functioning of ROBYG Group. It is the foundation of relationships both within the Group and with our Stakeholders. This means equal treatment of people, acting in a transparent way, appreciating people for what they do and who they are, regardless of their position, seniority, age, gender, health condition, family status, ethnic background and gender identity, orientation, beliefs or nationality.

2. Scope and Purpose of the Document

This document defines the standards that employees and partners of ROBYG and its subsidiaries belonging to ROBYG Group should follow, both in and outside the workplace, including social media.

Furthermore, ROBYG expects that the provisions of the Policy will be followed by suppliers and subcontractors working with the Group companies.. ROBYG will also promote the commitments resulting from the Policy among its subcontractors and suppliers.

ROBYG Group is committed to follow international principles regarding human rights and international labour standards. The Group undertakes to comply with the provisions of the Universal Declaration of Human Rights adopted by the United Nation and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.

The Human Rights Policy of ROBYG supplements and consolidates the aspects of human rights included in other policies, procedures and guidelines in force in the Group, such as Codes, OHS regulations or HR policies.

3. Special Provisions

3.1. Promotion of OHS

We make every effort to provide our employees with a healthy and safe workplace, compliant with the applicable Occupational Health and Safety regulations. We believe that this will make work in the Group both productive and safe. We take actions aimed at minimizing the risk of accident at work, implementing a number of procedures as well as providing our employees with necessary safety equipment and taking care of its proper use.

3.2. No Discrimination and Respect for Diversity

ROBYG does not accept or tolerate any forms of discrimination based on race, skin colour, gender, orientation, age, wealth, religion, ethnic, national or social origin, beliefs, including political preferences, health condition, birth status or any other aspects. ROBYG makes every effort to ensure that each employee has equal opportunities for development without discrimination, and all decisions related to the employment relationship are based only and exclusively on relevant and objective criteria.

3.3. Child Labour and Forced Labour

ROBYG does not allow the child labour and employment of minors. The Group does not offer employment to minors under the age of 15 and forbids any forms of forced or compulsory labor. We are against all forms of modern slavery, both within the Group or among the entities cooperating with us.

3.4. Elimination of Sexual Abuse and Other Forms of Violence

ROBYG is committed to protect employees against any forms of abuse of physical, verbal, sexual or psychological nature, against harassment, humiliation or exploitation at work, both by co-workers or supervisors.

3.5. Respecting Terms of Employment

ROBYG complies with all regulations regarding terms and conditions of employment, including regulations concerning basic work hours and overtime. ROBYG makes every effort to ensure that all employees can use their right to sick leaves and holiday leaves, childcare leaves for both their biological and adopted children, according to the adopted form of employment, and will observe all arrangements made with the representatives of employees.

4. Implementation and Application

ROBYG Group companies are obliged to implement this Policy in their daily operations. All ROBYG Group companies are obliged to take necessary actions to communicate the provisions of this Policy to their employees in their native languages. Subcontractors and suppliers of ROBYG Group are obliged to familiarise themselves with this Policy and make every effort to comply with its provisions.

5. Review and Monitoring

ROBYG declares that any persons who are victims or witnesses of breach of the principles prescribed in this Policy may submit a complaint in confidence, using the procedure for reporting irregularities adopted at ROBYG, i.e. sending a reporting to the following e-mail address: zgloszenia.naruszen@robyg.com.pl or filing the complaint anonymously via the website form: opinie.robyg.pl. Information about violations will be treated with strict confidentiality. In accordance with the whistleblower policy, reports will be disclosed only to those employees or third parties that are deemed necessary by an investigation..

ROBYG Group reviews the policy and guidelines in the scope of labour law and human rights periodically in order to ensure their adequacy and usefulness in terms of its business. The latest version shall always apply.