

CODE OF SOCIAL RESPONSIBILITY AND ETHICAL BUSINESS

SUSZARNIA WARZYW JAWORSKI SPÓŁKA AKCYJNA SP.K.

(translated from original Polish version to English, January 2023)

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INTRODUCTION

„We create the company image together”

Our success on the domestic and foreign markets depends on people's trust, including the trust of our customers that our brand is synonymous with appropriate and repeatable quality. The overriding purpose of the existence of JAWORSKI VEGETABLE DRYING PLANT is to identify and meet the requirements (needs and expectations) of customers, employees and suppliers in order to strengthen the position on the market and achieve a significant competitive advantage. We want to be perceived as a reliable and responsible business partner.

We realize that in all our activities it is necessary to maintain basic ethical values and recognize obligations towards all interested in our activities. Integrity is a prerequisite for organizational stability and success

Our Code of Social Responsibility and Ethical Business is a set of rules, obligations and standards of conduct applicable to all employees. The implementation of it aimed at building the culture of our organization and limiting the risk associated with potential corruption threats.

Today, I would like to thank all our Clients, Contractors and the entire Jaworski Team for their cooperation and trust, but also for understanding - if not all issues and problems have been resolved. Moreover, thank you for the often shared positive feedback, which always mobilized me to further action taking.

Daniel Jaworski

1. QUALITY MANAGMENT

RESPONSIBLE AND ETHICAL BUSINESS POLICY OF SUSZARNIA WARZYW JAWORSKI SPÓŁKA AKCYJNA SP.K.

Building the credibility of Suszarnia Warzyw Jaworski Spółka Akcyjna Sp.K.
The management of the organization has established this policy of responsible and ethical business in order to define the obligations towards internal and external stakeholders

Suszarnia Warzyw Jaworski Spółka Akcyjna Sp.K. as a producer of dried vegetables, undertakes to:

- act in accordance with the principle of legality by complying with the law and social norms;
- follow the principles of loyalty, impartiality and honesty in internal and external relations;
- compete fairly with competitors and not undermine their reputation;
- building partnership relations with suppliers and customers (consistently following the principle "if you win, I win"),
- identifying, preventing and opposing any corrupt behavior in internal (nepotism) and external relations;
- counteracting all forms of discrimination and respecting human rights (regardless of skin colour, nationality, gender, religious and political beliefs);
- be guided by the principle of apoliticality in our activities;
- reliable fulfillment of obligations and duties towards offices, banks and business environment institutions.

**This Policy is supervised,
reviewed and communicated to employees of
JAWORSKI SUSZARNIA WARZYW SPÓŁKA AKCYJNA SP.K.
and all other interested parties**

1.1. Communication and internal relations

Implementing the principle in practice “There are NO SATISFIED CUSTOMERS WITHOUT SATISFIED EMPLOYEES” the owner and the management board of Suszarnia Warzyw Jaworski Spółka Akcyjna Sp.K. undertakes:

1. Relations between the Owner and the Management of **Suszarnia Warzyw Jaworski Spółka Akcyjna Sp.K.** with employees will be based on respect for their personal dignity;
2. To building working environment in which there is mutual trust and respect and where Everyone feels responsible for the operation and good name of the company;
3. To strive to ensure clear and complete communication with each employee;
4. To recruit and promote employees, taking into account the qualifications required for a given position. Employees will not be discriminated against race, religion, nationality, skin colour, age, sex, marital status or disability that do not affect the results of their work;
5. To strive to provide stable jobs and will reliably inform employees about employment prospects;
6. To reliably inform employees about the nature of concluded contracts and about paid social security contributions;
7. To help employees in improving their qualifications and support them in improving their abilities and skills;
8. To inform employees about goals of our activities and tasks for individual workstations;
9. To provide a clean, healthy and safe working environment in accordance with standards and law;
10. To ensure the confidentiality of medical data provided by employees. The results of periodic examinations will not be made available to other employees and third parties;
11. Information obtained from employees while working will not be used for any purpose other than for which it was made available;
12. To disclose any situation of potential conflict of personal interest of employees in managerial positions (e.g. hiring family members of management)
13. Not to tolerate sexual and other forms of mental or physical abuse;
14. Not to abuse the powers and use them only to achieve the purpose for which these powers were granted to us;
15. To developing procedures for resolving disputes and to doing everything to resolve these disputes without allowing the conflict to escalate.

EMPLOYEE OBLIGATIONS

1. Build the good company image with all contacts with customers, suppliers and all organizations cooperating with Suszarnia Warzyw Jaworski S.A. Sp. K.
2. Be loyal to our company, not discrediting it to third parties. The same loyalty applies to the employee towards other employees;
3. Keeping the company secret information safe, especially information that may be used to create corruption threats or other threats to the client. The employee respects proprietary information;
4. Respecting company's property and prevent all forms of vandalism and waste;
5. Making every effort to avoid accidents, injury to ourselves, our colleagues and to bystanders;
6. Informing team leaders about each expensive gift received and about favor rendered, related to the company with which Suszania Warzyw Jaworski cooperates;
7. Reporting any phenomena and conditions that may hinder the correct execution of the task;
8. The high level of quality of performed works is our task and the goal of each of us. It is everyone's responsibility to seek improvements and ensure the effectiveness of operations;
9. It is the responsibility of every employee to apply the principles of this Code. Violations of the principles set out in the Code should be signaled by each employee, without any retaliation against the reporting person.

1.2. Communication and external relations

Implementing the principle in practice "If You win, I win"

The Owner and the Management of Suszarnia Warzyw Jaworski Spółka Akcyjna Sp.K. adopted:

OBLIGATIONS TO CLIENTS

1. We will provide products of an appropriate and repeatable quality level, safe for the consumer when used as intended;
2. We will not knowingly provide incomplete information or misleading descriptions of the products offered;
3. We will not knowingly conceal the harmful effects of manufactured products;
4. In advertising and other forms of communication, we will avoid providing false or incomplete information;
5. Employees of the enterprise should not give customers money or gifts that can be treated as material benefits;
6. We will avoid practices aimed at increasing sales through any unlawful marketing activities;
7. We will keep proprietary information obtained from you confidential;
8. We will keep concluded agreements and accepted obligations

OUR LIABILITIES TOWARDS SUPPLIERS

1. The payment for the service performed or the delivered goods will be made on time and in accordance with the concluded contract;
2. Applying clear and transparent purchasing procedures and clearly defined and mutually agreed requirements;
3. We will not make purchases from suppliers using corrupt practices;
4. Openness to the problems of our suppliers and providing them with support;
5. We will treat information regarding the relationship between us and our suppliers as confidential;
6. We use the services of only qualified suppliers who are selected on the basis of the requirements specified by our company, and also conduct their activities in accordance with the principles of ethical business and social responsibility.

1.3. Human resource strategy and management

1. The acquisition, employment and promotion of employees to individual positions takes place in accordance with the current needs of the organization and is made on the basis of an analysis of the level of education, training and experience of the candidate and on the basis of the current employee evaluation;
2. We implement the idea of equal opportunities in all our practices, policies and recruitment procedures. Meeting all the requirements for a given position, no employee or potential employee of the company will experience discrimination on the grounds of nationality, origin, religion, skin color, age, gender, sexual orientation, marital status, views, disability, membership or non-membership in trade unions;
3. The principles of work and remuneration are clearly defined in the "Work Regulations" and the "Remuneration Regulations". They are known to employees and respected by the employer and the employee.

1.4. Social aspects of activity

1. We oppose all forms of discrimination both in and outside the workplace;
2. We recognize workers' right to freedom of association;
3. We do not and will not employ children;
4. We oppose all forms of forced labour;
5. We respect the employee's right to leave and rest;
6. We respect the employee's right to privacy and discretion;
7. We do not corrupt our customers, suppliers and employees;
8. We fulfil legal obligations resulting from our business activity;
9. We are guided by reliability, honesty and respect for the entire society and respecting its rights, and we care about environmental protection and sustainable development;
10. We act in accordance with the principle of legality by respecting the law and social norms;

11. We take actions aimed at eliminating all kinds of threats which may result in corruption. In particular, we apply unambiguous and transparent procedures for the implementation of individual tasks;
12. In our activities, we are guided by the principle of being apolitical. We do not engage in local politics where this may create a conflict of interest;
13. We are constantly improving the system of two-way communication with local administration offices;
14. We operate on the basis of the provisions in force in Poland regarding all forms of discrimination, which are prohibited by law. In addition to the law, ethics, honesty and compliance with specific rules in the company are very important to us.

2. NATURAL ENVIRONMENT

ENVIRONMENTAL POLICY OF SUSZARNIA WARZYW JAWORSKI SPÓŁKA AKCYJNA SPÓŁKA AKCYJNA SP.K.

Considering the impact of Suszarnia Warzyw Jaworski Spółka Akcyjna Sp.K. on the natural environment The management of the organization has established this environmental policy in order to define environmental commitments and goals towards internal and external stakeholders

Suszarnia Warzyw Jaworski Spółka Akcyjna Sp.K. as a producer of dried vegetables, undertakes to:

- identifying, updating and meeting the requirements resulting from legal provisions in the field of environmental protection and the requirements specified in this respect by the local government administration,
- identifying environmental aspects, including significant environmental aspects, and defining the rules for their monitoring and control,
- definition of environmental objectives and tasks as well as their modifications and reviews,
- rational use of raw materials, materials, fuels, energy and water,
- preventing the occurrence of non-compliances and environmental failures as well as reacting and taking corrective actions in the event of their occurrence,
- developing the level of awareness of management staff and employees of SWJ SP. J. to promote environmentally friendly practices and the need to improve methods of preventing environmental pollution,
- continuous improvement and pollution prevention

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2.1 Consumption or raw materials and energy

Suszarnia Warzyw Jaworski Spółka Akcyjna Sp.K. made commitments to:

- continuous reduction of water consumption
- continuous reduction of energy consumption, due to the fact that it does not use renewable energy sources
- monitoring and measuring consumption

2.2 Waste

1. We identify the generated waste;
2. We undertake to measure and maintain records as well as to report waste generated in the plant;
3. We have containers suitable for the waste stored in them;
4. We have a septic tank in which technological sewage used to fertilize arable soils is accumulated;
5. We have legally approved waste disposal sites as well as a waste reduction program "Hazardous waste" and "Information on non-hazardous waste".

2.3 Emission and contamination of the natural environment

1. We will conduct activities related to the identification of potential contamination risks resulting from the processes used at the plant, which may cause contamination of the atmosphere, water sources or land;
2. We will conduct analyses of the designated storage place for the generated waste (hardened, impermeable base);
3. We carry out periodic inspections of machines and devices;
4. We have a raw material cultivation policy and maintain communication with the suppliers of raw materials for production;
5. We undertake to periodically inform the community in which the company operates about its environmental protection program.

3. HEALTH AND SAFETY OF THE EMPLOYEES

HEALTH AND SAFETY POLICY OF SUSZARNIA WARZYW JAWORSKI SPÓŁKA AKCYJNA SP.K.

Out of concern for the health and life of our employees and all those who work with us the Management of Suszarnai Warzyw Jaworski Spółka Akcyjna Sp.K. has established this health and safety policy to set out its commitments to provide a safe working environment

Suszarnia Warzyw Jaworski Spółka Akcyjna Sp.K. as a producer of dried vegetables, undertakes to:

- identifying, updating and meeting the requirements of the law in the field of occupational health and safety,
- systematic identification and analysis of occupational hazards and risks, and then taking action to reduce accident risks,
- eliminating or minimizing the occurrence of threats to the health or life of employees through the use of appropriate working methods,
- taking actions to prevent accidents, including accidents at work, incidents and occupational diseases,
- improving the qualifications and awareness of employees in the field of health and safety in order to promote safe behavior, and to ensure the safety of our clients, subcontractors, suppliers and other persons staying on the premises of our company,
- continuous improvement of the working environment and risk prevention

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3.1 Health and safety management system

1. We conduct periodic health and safety training for employees;
2. We control working conditions;
3. We carry out analyses of the state of occupational health and safety and we will present proposals for technical and organizational measures aimed at preventing threats to the life and health of employees and improving working conditions;
4. We document work environment tests, accidents at work, as well as diagnosed occupational diseases and suspicions of such diseases;
5. We carry out an occupational health and safety risk assessment and if it is found that the identified risk exceeds or may exceed the acceptable level, we will develop an action plan for all areas at risk.
6. We identify and update the rules of law
7. All employees who are employed in the plant undergo training in health and safety relevant to their work;
8. Employees are equipped with protective clothing appropriate to the identified risk.

3.2 Compliance with Health and Safety at work

1. We identify and update the rules of law
2. All employees who are employed in the plant undergo Health and Safety training appropriate to their work;
3. Employees are equipped with protective clothing appropriate to the identified risk.

3.3 Accidents at work

1. We register accidents at work in accordance with applicable regulations;
2. We carry out activities aimed at preventing threats to the life and health of employees (e.g. risk assessment);
3. Our long-term goal is an accident-free workplace;
4. In accordance with the occupational safety policy, we try to:
 - control the risk, prevent accidents and diseases in the workplace, regardless of the work performed,
 - organize training that raises awareness of occupational safety
 - maintain and improve procedures aimed at preventing potential incidents that could adversely affect the health of our employees
5. We undertake to ensure that the adopted security systems are verified once a year.

4. FOOD QUALITY AND SAFETY

QUALITY AND FOOD SAFETY POLICY OF SUSZARNIA WARZYW JAWORSKI SPÓŁKA AKCYJNA SP.K.

The overriding goal of Suszarnia Warzyw Jaworski Spółka Akcyjna Sp.K. is to ensure the quality of manufactured products, required by law and meeting customer requirements, and safety at every section of the food chain "from farm to fork" in the scope of the organization's operations.

Suszarnia Warzyw Jaworski Spółka Akcyjna Sp.K. implementing the principle of a comprehensive approach to food quality and safety management, ensures:

- respecting the principles of social responsibility towards our employees, stakeholders and communities,
- compliance with the law and contractual obligations towards customers
- maintaining effective communication (internal and external) related to the safety and quality of manufactured products,
- making purchases from qualified suppliers, guaranteeing the safety and appropriate quality of the products supplied,
- constant monitoring of parameters affecting the quality and safety of the food produced,
- ensuring appropriate hygienic standards at all stages of the manufacturing, storage and distribution process
- raising employees' awareness of food safety,
- continuous improvement of the implemented food safety and quality management system

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4.1 Management system certification

Suszarnia Warzyw Jaworski Spółka Akcyjna Sp.K. - confirmed the compliance of the implemented activities and processes with the requirements of the FSSC 22000 standard. It is also a member of the SEDEX platform.

Our quality management system:

1. Creating prestige and a positive image of the company allowing to expand its sales markets;
2. Customer satisfaction, increasing customer satisfaction and increasing trust in the company;
3. Increasing the company's competitiveness on domestic and foreign markets;
4. Reducing operating costs by ensuring the repeatability of product parameters, keeping records, reducing complaints and increasing operating efficiency;
5. Increased employee satisfaction through their increased involvement in activities carried out in the company;
6. Organizing the company and implementing documentation supervision;
7. Better cooperation with contractors.

The food safety management system:

1. Responsible risk management at all stages of the production process
2. Identifying potential non-compliances and taking effective preventive actions
3. Ability to identify and trace our products and track them in the "food chain" of which we are a part
4. Guarantee of safe food for the customer;
5. Increasing consumer confidence in the products offered by the company.