

POLICY TEMPLATE

Global Standards Policy



Simpact 2.0. ASI Simpac Ventures

spółka z ograniczoną odpowiedzialnością S.K.A.

The template below has been prepared specifically for use by Simpac Ventures portfolio companies. The template should be adapted to the specific company's situation. It should be remembered that it is merely a proposal containing the purpose and scope of the policy or procedure considered by Simpac Ventures to be appropriate and minimal. Any extensions or changes resulting from jurisdiction, internal organization or other procedures in force in the company should consider the overarching goals of the specific policy or procedure.

Global Standards Policy

1. Introduction

[Company Name] aims to [mission statement from Impact Thesis].

This Global Standards Policy (the "Policy") embodies [Company Name]'s (the "Company") dedication to ethical business conduct, sustainable development, and respect for human rights, in line with the principles and standards of:

- The Ten Principles of the UN Global Compact (UNGC)
- The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- The International Bill of Human Rights
- The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work

This Policy demonstrates our commitment to operating globally in a responsible and sustainable manner, adhering to international norms and contributing positively to societal goals.

2. Scope and Application

This Policy applies universally to the Company, the entities that it owns, the entities in which it holds a majority interest and the facilities that it manages. It covers all operations, employees, and business relationships, including suppliers and partners, across every region we operate. It addresses our approach to human rights, labour standards, environmental integrity, anti-corruption, and other critical areas of responsible business conduct. We seek to establish relationships with entities that share the same principles and values.

3. Principles and Commitments

The Company actively embraces and commits to the following principles, demonstrating our dedication to responsible business practices:

A. Human Rights and Labour

The working conditions of our employees are, at minimum, in compliance with internationally recognized labour standards and the laws of the countries we operate in. Compliance with the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and principles 1, 2, 3, 4, 5, 6 of the Ten Principles of the UNGC is mandatory for us worldwide. We stand firm in our support and respect for internationally recognized human rights, ensuring our business operations are free from complicity in human rights abuses. We diligently work to prevent and address any adverse human rights impacts linked to our operations. We uphold the rights of our workers and advocate for the freedom of association and fully recognize the right to collective bargaining. We are committed to eliminating all forms of forced and compulsory labour, abolishing child labour, and eradicating discrimination in employment and occupation.

In furtherance of our commitment to the highest standards of human rights and fair employment practices, the Company explicitly upholds the fundamental rights as outlined in the International Bill

of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. This includes, but is not limited to, the right to life, liberty, and security of person; freedom from slavery and servitude; freedom from torture or cruel, inhuman, or degrading treatment or punishment; the right to fair and favourable working conditions; the right to equal pay for equal work without discrimination on any ground (such as race, color, sex, religion, political opinion, national or social origin, or other status); and the right to form and join trade unions for the protection of one's interests. We recognize these rights as inalienable and universal, forming the foundation upon which our corporate principles and actions are built.

B. Environmental Integrity

We proactively adopt measures to promote environmental responsibility and sustainability. By embracing a precautionary approach, initiating eco-friendly practices, and fostering the development of green technologies, we contribute to global environmental progress. We conduct due diligence to mitigate environmental impacts of our operations.

Through these activities we express Principles 7,8,9 of the Ten Principles of the UNGC.

C. Anti-Corruption

We rigorously combat corruption in all its forms, including bribery and extortion, fostering transparent and ethical business practices. Our transparent and ethical business practices are at the core of our operations, ensuring integrity and accountability in all dealings.

Through these activities we express Principle 10 of the Ten Principles of the UNGC.

D. Disclosure and Consumer Interests

We guarantee timely and accurate disclosure of information about our activities, structure, financial situation, and performance. Protecting consumer interests, we ensure the safety, quality, and informed choice regarding our goods and services.

E. Science, Technology, and Competition

We drive innovation and the diffusion of technologies that uphold sustainable development while promoting fair competition. Our practices underscore the importance of integrity and fair play in the marketplace.

F. Taxation

We adhere to tax laws and regulations in all jurisdictions of operation, ensuring the timely and accurate payment of taxes, in line with both the spirit and the letter of the law.

4. Implementation and Monitoring

To ensure the effective integration and adherence to the Policy, the Company commits to embedding these frameworks into all business strategies, policies, and operational procedures. This comprehensive approach guarantees that our commitment to responsible business practices is consistently applied and monitored across our entire operation.

The Board of the Company is responsible for ensuring adherence to these commitments and the President of the Board (the "CEO") has responsibility for overseeing their implementation and ensuring that any breaches of the Policy are investigated.

We will foster awareness and understanding of the UNGC and OECD principles, along with the International Bill of Human Rights and the ILO Declaration among employees, through ongoing communication initiatives.

We establish robust due diligence processes to prevent and mitigate adverse impacts directly linked to our operations, products, or services by our business relationships, in line with the UNGC and OECD principles. Upon identification of any non-compliance or adverse impacts resulting from our operations, we will conduct a thorough assessment to understand the extent and nature of the issue. We recognize the value of engaging with stakeholders. Their insights and feedback will be sought to ensure that our remediation efforts are appropriately targeted and effective.

The company encourages open and secure communication of any concerns about our commitments or ethical standards. Clear channels are established for reporting potential violations of the Policy. These are available to all employees and external shareholders. All reports are investigated promptly and thoroughly.

Compliance with the Policy is reviewed at least on a yearly basis, and is approved by the Board of Directors. The Board has the overall responsibility and the CEO is responsible for reporting and follow-up on the Company's compliance. If the principles are not met, the CEO is responsible for taking action, and provide a summary of the compliance activities and any identified violations and remediations.

This policy is reviewed annually to ensure its relevance and effectiveness, with a commitment to continuous improvement in the Company's sustainability practices.

5. Conclusion

By adopting this Policy, the Company reaffirms its commitment to responsible business conduct in alignment with the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, the UNGC Ten Principles and OECD Guidelines for Multinational Enterprises. This commitment is in alignment with our core values and is essential for long-term value creation for our stakeholders. We recognize that adherence to these standards strengthens our operations, enhances our reputation, and contributes to the broader goal of sustainable development.

Adopted by the Board of Directors on [Adoption Date].

[Signatures of the Board]