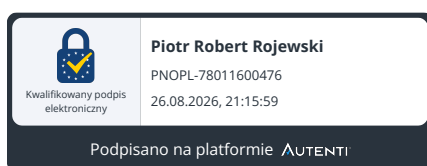




Corporate Social Responsibility Policy

Version 1.0
Warsaw 26.08.2026



Version	Effective date	Applies to
1.0	26 August 2026	The Company and all persons acting on its behalf

1. Purpose and Scope

This policy sets out the Company's ongoing approach to corporate social responsibility (CSR). It is designed for a micro-enterprise providing bespoke software development and related IT services, typically operating with ten or fewer people. Its purpose is to embed responsible conduct in day-to-day decisions in a manner proportionate to the Company's size, activities and influence.

The policy applies to the owner, employees, contractors and other persons acting on behalf of the Company. It supports the principles of the BNP Paribas Sustainable Sourcing Charter, including ethical business conduct, respect for human rights and labour principles, environmental responsibility, and responsible relationships with clients and suppliers.

2. Business Ethics and Integrity

The Company conducts business honestly, fairly and transparently. It does not tolerate bribery, corruption, fraud, conflicts of interest that are not properly disclosed, or other unethical conduct. Commercial decisions are made on objective business grounds, and confidential information, intellectual property and personal data are handled responsibly and in accordance with applicable law and contractual obligations.

The Company seeks to identify and address actual or potential ethical concerns promptly. Persons working for or with the Company are expected to raise concerns in good faith directly with the owner or the person responsible for the engagement, without fear of retaliation.

3. Human Rights and Fair Working Practices

The Company respects internationally recognised human rights and fundamental principles at work. It rejects forced labour, child labour, harassment, intimidation, exploitation and any form of degrading treatment. Work is undertaken voluntarily, under clear and lawful terms, with fair treatment and respect for dignity, privacy, health and safety.

Working arrangements, remuneration and access to leave are managed in accordance with applicable law and agreed contractual terms. The Company expects comparable standards from contractors and business partners within the scope of its influence.

4. Non-Discrimination, Equal Opportunity and Inclusion

The Company is committed to a working environment free from discrimination and harassment. Decisions concerning recruitment, engagement, allocation of work, development and cooperation are based on competence, performance, business needs and objective criteria, without unjustified distinction based on gender, age, disability, race, ethnic or social origin, nationality, religion or belief, sexual orientation, family status, health status, or any other characteristic protected by law.

The Company promotes equal opportunity, inclusion and respect for diversity. Reasonable adjustments are considered where appropriate and practicable. As a micro-enterprise, the Company does not operate a separate formal gender pay-gap programme; this does not limit its commitment to fair and non-discriminatory remuneration decisions.

5. Work-Life Balance

The Company supports sustainable working practices and reasonable work-life balance. Where the nature of an assignment permits, it uses flexible working hours and remote or hybrid work arrangements, sets realistic expectations, and seeks to avoid unnecessary overtime. Workloads, deadlines and availability are discussed openly so that client commitments can be met without compromising health, safety or personal responsibilities.

6. Environmental Responsibility

Given the Company's service-based and primarily digital activity, its environmental priorities focus on two practical strategies: improving energy efficiency and reducing waste while improving waste processing. Measures are selected in proportion to the scale of operations and reviewed as working practices and technology change.

6.1 Energy Efficiency

- Use energy-efficient IT equipment and power-management settings where practicable.
- Switch off or place equipment in low-power mode when it is not required.
- Prefer remote collaboration and digital delivery when suitable, reducing avoidable travel and resource use.
- Consider energy efficiency and expected service life when replacing equipment or selecting relevant services.

6.2 Waste Reduction and Responsible Disposal



- Use electronic documents and communications by default and minimise unnecessary printing and consumables.
- Maintain, repair, reuse or redeploy IT equipment where secure, practical and economically reasonable.
- Separate recyclable waste where suitable facilities are available.
- Dispose of electronic equipment, batteries and data-bearing media through lawful and appropriate collection or recycling channels, with secure data removal where required.

7. Responsible Procurement and Cooperation

Purchasing decisions take account of quality, security, reliability, total cost, expected product life and, where relevant and reasonably ascertainable, ethical and environmental considerations. The Company favours suppliers and contractors that comply with applicable law and demonstrate responsible business practices.

The Company communicates expectations proportionately and cooperates in good faith with clients, suppliers and contractors. It does not represent that every supplier has been independently audited or formally rated.

8. Compliance with Client Requirements

The Company complies with applicable laws, agreed client policies and contractual requirements, including requirements concerning information security, confidentiality, data protection, business ethics, human rights and responsible sourcing. Where client requirements exceed the Company's current practices, the Company will assess them in good faith and agree appropriate, proportionate implementation measures where feasible.

This policy does not constitute a claim of ISO certification, EcoVadis or other external CSR rating, a formal CSR committee, ESG audits, carbon-neutral status, quantified CO2 targets or an advanced CSR improvement action plan.

9. Responsibility and Review

The owner of the Company is responsible for implementing this policy, communicating it to relevant persons and considering CSR matters in material business decisions. In a micro-enterprise, responsibility is retained directly by the owner rather than delegated to a separate CSR committee.

The policy is effective from 26 August 2026 and is reviewed periodically, and at least when there is a material change in the Company's activities, legal obligations or key client requirements. Identified improvements will be introduced progressively where relevant and proportionate.

The Company does not currently maintain a formal employability policy for people far from employment and does not claim applicability under the French Duty of Care Act. It also does not hold an external CSR rating. These statements describe the Company's present position and may be revisited if its scale, activities or obligations change.