

Statement on Combating Modern Slavery at Superskrypt Company

Superskrypt declares zero tolerance towards any manifestation of modern slavery (including slavery, human trafficking, forced labor, debt bondage, descent-based slavery, servitude, child slavery, and forced and early marriage) and declares a commitment to combating modern slavery and human trafficking within our organisation and supply chains. Despite the lack of legal requirements in Poland regarding modern slavery for registered companies, we declare to all our stakeholders that any signs of slavery within our environment, both internal and external, will be met with specific actions aimed at preventing any form of modern slavery and human trafficking.

This statement reflects the efforts made to ensure that the practices in question do not take place in our business operations.

Organisation

Superskrypt is a provider of digital services and products, working with leading Polish public institutions as well as the commercial community. The company operates mainly in the technological and creative industries. Superskrypt's organisational structure includes the following departments: design, programming, production and promotion.

Anti-Slavery and Human Trafficking Policy

We declare that modern slavery and human trafficking have no place in our organisation and have not encountered them in our supply chain. Our values towards employees and colleagues are: respect and sensitivity towards others; cooperation and dialogue; honesty and openness; responsibility and safety. Our values set expectations for the behaviour of our employees towards colleagues, customers, suppliers and people worldwide.

We strive to treat everyone fairly, create a friendly working environment and a trustworthy, transparent place of business. Superskrypt commits to preventing modern slavery and human trafficking in our business operations. Our practices include:

1. Employing workers in compliance with applicable labor laws under employment contracts and ensuring all necessary insurances for worker safety (we do not offer precarious employment).
2. Maintain internal recruitment and employment policies that protect employees, and remain committed to paying our employees a fair salary and benchmark salaries annually.
3. Employing workers for an 8-hour workday from Monday to Friday, excluding weekend work.
4. Providing additional medical insurance to enhance worker safety.
5. Employee training on business ethics.

6. A code of conduct emphasising ethical behaviour, respect, and compliance with the law.
7. Individual interviews with employees.
8. Whistleblowing mechanisms for workers to anonymously report any concerns about modern slavery.
9. Due diligence processes to help ensure that slavery and human trafficking do not occur in our organisation and supply chains. Our due diligence process efforts include:
 - Among our contractors, the group with the highest risk of modern slavery are print shops, which often offer 24-hour working arrangements and employ large groups of workers. As part of our audit of our contractors' labour standards, we visit and audit their workplaces in person; we have direct contact with the printers' employees
 - We conduct an assessment of our suppliers.
 - We have drafted an anti-trust clause into contracts with contractors.
 - We decline to participate in projects that raise our ethical concerns, that serve to convey harmful or untrue messages.
 - We select suppliers according to procedures that clarify the standards we expect.
 - We reject the cheapest and suspicious offers.

Summary

Superskrypt is committed to eliminating modern slavery and human trafficking within organisations and supply chains. We stand ready to adhere to our policies and take action to ensure that these practices have no place in our business. This statement will be reviewed and updated regularly to reflect our ongoing commitment to this important issue.



Magdalena Dobruk
co-owner of the company Superskrypt

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