

October 2025



Code of Ethics

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VOLTA
POLSKA

Preamble

Generating renewable energy is a responsibility toward people, the environment, and future generations. Our aim is to deliver clean energy in an ethical, safe, and sustainable manner.

We act with integrity, transparency, and respect for all stakeholders: customers, investors, employees, and local communities. Our values are partnership, development, and responsibility—implemented through everyday decisions consistent with the principles of sustainable development and environmental ethics.

Our values and principles



Partnership

We cooperate with respect and collaboration across the entire value chain.

Development

We continuously improve people, processes, and technologies, supporting climate-positive innovation.

Responsibility

We care for energy safety, the environment, transparency, and integrity in every action.

Relations with customers

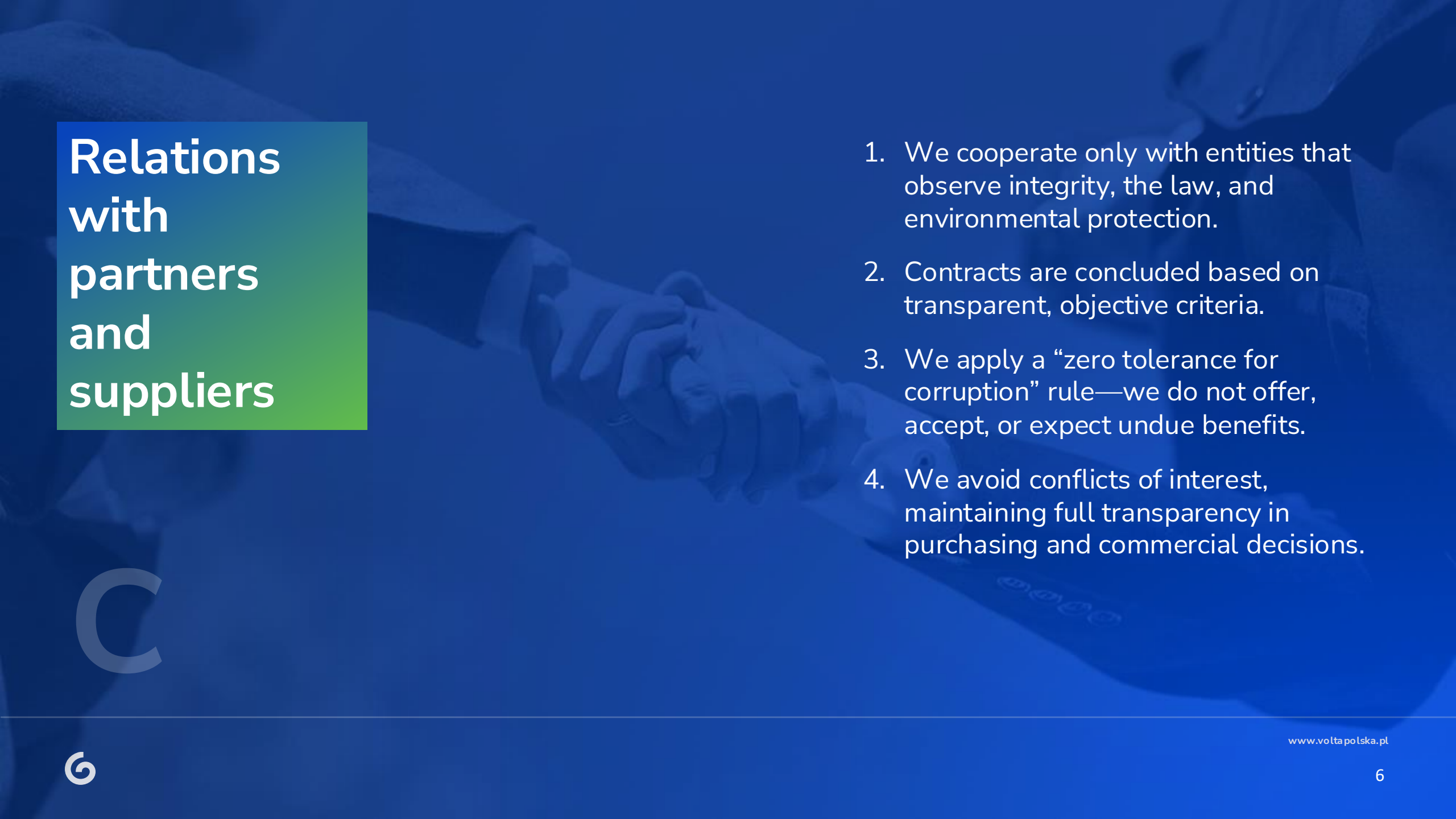
1. We act in a spirit of partnership, integrity, and transparency.
2. We provide reliable information about the origin of energy and the environmental impact of our products.
3. Together with customers we pursue climate neutrality and promote education in sustainable development.
4. We protect customer data and avoid communications that could mislead or constitute greenwashing.



Relations with employees

1. We provide a safe, healthy, and friendly working environment. We promote respect at work and work-life balance.
2. We respect human rights and counteract discrimination and bullying/harassment.
3. We promote diversity, equal opportunities, and professional development.
4. We support proactive attitudes and initiative, building a culture of openness.
5. We do not tolerate working under the influence of intoxicants or behaviors that compromise safety.

B



Relations with partners and suppliers

1. We cooperate only with entities that observe integrity, the law, and environmental protection.
2. Contracts are concluded based on transparent, objective criteria.
3. We apply a “zero tolerance for corruption” rule—we do not offer, accept, or expect undue benefits.
4. We avoid conflicts of interest, maintaining full transparency in purchasing and commercial decisions.



Environmental responsibility

1. We follow the principle “we care for the climate and the environment.”
2. We apply technologies with minimal environmental impact, both on our sites and in day-to-day business operations.
3. We implement circular-economy practices—reducing waste and promoting the recycling of spare parts.
4. We promote innovations that support zero emissions and energy efficiency.

D

Health & Safety

1. Safety is our priority. Everyone has the right and duty to report health & safety hazards.
2. We regularly train employees and partners in occupational safety and environmental protection.
3. We do not allow work in a state of impaired awareness or after using psychoactive substances.
4. We implement a health & safety management system aligned with industry best practices.

E

Relations with local communities

1. We engage in the life of local communities, supporting pro-environmental, educational, and social initiatives.
2. We act as a responsible neighbor, supporting local jobs and regional development.
3. We support employee volunteering and charitable activities aligned with the company's values.
4. We conduct open dialogue with residents during the investment process.

F

Fair competition and transparency

1. We compete fairly and in accordance with the law.
2. We do not abuse market position nor participate in cartels or price-fixing.
3. We communicate transparently with the media, investors, and partners—fact-based and timely.
4. We do not tolerate manipulation of information or misleading stakeholders.

G

Protection of information and intellectual property

1. We protect personal data, confidential information, and trade secrets.
2. We respect the intellectual property rights of others.
3. We implement top standards of cybersecurity and data audits.
4. All strategic information is treated as confidential until publicly disclosed.

H

Reporting irregularities (Compliance)

1. Every employee and partner has the right to report violations of ethics or law—including anonymously.
2. Whistleblowers are protected against retaliation.
3. All reports are analyzed confidentially and with due diligence.
4. The compliance system helps build a culture of integrity, trust, and responsibility.

Final provisions

This Code is reviewed every two years and updated as legal and technological changes require. Its implementation is supported by training, ethics audits, and monitoring of rule execution. Every employee, partner, and supplier is obliged to become familiar with and comply with the Code.

Adoption date:
Warsaw, October 2025

Approved by:
Management Board of Volta Polska sp. z o.o.

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