

# CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Geofizyka Toruń recognises that responsible business consistent with rules of sustainable development contributes to well-being of communities as well as to Companies development and their success. That is why, we provide geophysical and geological services and care for the value of the Company, at the same time putting into practise rules of corporate social responsibility and treating them as inseparable element of integrated management system and strategy of the Company.

Taking into consideration character of business activities of the Company, our commitments from the sphere of responsible business are expressed in HSE, Environmental and Quality Policies.

At the same time we aim at effective cooperation basing on partnership rules and dialogue with social and business partners, especially local communities among whom we perform our business activities.

In order to accomplish the accepted policy and achieve set strategic goals Geofizyka Toruń:

- obeys human rights accepted by international community, especially regarding the respect for the rights and liberties of all employees, including (sub) contractor workers without distinction of any kind, such as race, colour, gender, language, religion, political or other opinion, national or social origin, property, birth or other status;
- executes fundamental rights and work rules, i.e. right to organise peaceful and collective bargaining, ban of using any form of forced labour or child labour, ban on discrimination in the sphere of employment and profession, especially in the scope of even treatment of men and women in employment;
- respects dignity, customs and values of local population and preserves cultural diversity, heritage of local communities, aiming at building and maintaining positive bilateral relations;
- involves in development of communities by caring for economic success of the Company with simultaneous utilisation of possibility to support local communities thanks to identifying expectations and needs of stakeholders and taking them into consideration in business activities especially by:
  - sharing knowledge during realisation of the projects;
  - employing local companies with preference for local (sub) contractors who are able to effectively help in achieving set goals for the project regarding work safety, respecting environment, quality and profitability;
  - employment of local workers within the framework of seismic projects realisation;
- engages socially among others by supporting projects that have positive influence on the community development, charity actions and encouraging the employees to support;
- carries out coherent, honest, effective communication and marketing by being engaged in the debate concerning responsible business and by striving for dialogue with the stakeholders;
- identifies and meets legal and other requirements, including corporation decisions especially from the sphere of business ethics and implementing, maintaining and improving proper procedures of choosing, assessing and monitoring main suppliers;
- monitors accomplishment of set targets from the sphere of responsible business and continuously improves integrated management system to assure adequacy and effectiveness of the adopted strategy of responsible business.



Piotr Antonik  
President, CEO

Toruń, 01.07.2015