

Ecological Responsibility Charter of the Entrepreneurs and Employers of Poland

We, the entrepreneurs and employers of Poland, including representative employers' associations – members of the Social Dialogue Council in Poland, driven by concern for our future and inspired by the words of the UN Secretary-General about the need to move from discussion to action, hereby declare our will to join the global movement for climate improvement.

We start from ourselves – from the entrepreneurs and employers of Polish economy. We support this initiative voluntarily and knowingly, drawing on our experiences and on objective scientific knowledge, to maintain the biosphere in the best possible condition.

The Ecological Responsibility Charter of the Entrepreneurs and Employers of Poland is our answer to the challenges facing all of humanity, which are associated with the need to stop climate change and environmental degradation. We do realize that inaction and ignoring the problem can no longer take place. Inactivity means catastrophic consequences for our civilization that may materialize in the coming decades and that we may well experience ourselves – the generation of our children certainly will.

We want to prevent this. We must prevent this!

Therefore we, the Charter signatories, take on the following obligations:

1. We want and we will work to accelerate necessary changes to implement the principles of climate neutrality in our companies, enterprises, workplaces, and organizations. The commitment to climate neutrality shall be permanently inscribed in our mission statements.
2. The implementation of this commitment will take place through a gradual reduction until the maximum possible elimination of activities harmful to the environment, starting from our immediate surroundings and local communities up to a global scale. We will increase responsibility for waste

and used products, observing the rules of circular economy and respecting unique and traditional technologies. When choosing new technologies, we will always focus on environmentally friendly solutions that reduce the negative impact of human activities on the environment.

3. In their operations, our enterprises will maintain the principle of pro-ecological integrity – at both the business and corporate level, and concerning both the suppliers and buyers of our goods and services.
4. We will promote sustainable consumption and production, support pro-ecological education by seeking to build transparent, permanent and open relationships between the conscious consumer and the conscious entrepreneur.

Negative climate and environmental changes are a side effect of civilization's development and human economic activity. The technological possibilities, knowledge, and resources we have today and will develop in the future should be instantly used to restore the natural balance that humanity has violated in pursuit of rapid and unlimited growth.

The proposed actions will strengthen the image of Poland as a dynamically developing country where ecology is at the core of corporate social responsibility. By signing this Charter, we express our support for the objectives of the European Union, which wants to become the first global economy that achieves climate neutrality in 2050.

In pursuit of climate neutrality, current business goals must be reoriented. Climate-neutral technologies are now more expensive, but profitable in the long run. A change of perspective and environmental awareness must take place on both the consumers' and producers' sides.

We cannot comply with pro-ecological principles only during working hours. We cannot produce ecologically functioning products using non-ecological technologies. Pro-ecological integrity means environmentally neutral products produced in an environmentally neutral way – by employees aware of the need

to maintain climate neutrality for consumers who, in turn, are aware of this issue and are looking for environmentally neutral products. It also means that a pro-ecological approach has to be adopted throughout the design stage and the entire lifetime of the product – during its manufacture, use, as well as its utilization and recycling. We will promote the approach of the European Union, which is introducing more and more commonly the principle of availability of spare parts, whereby the consumer will be able to use the product for a longer time and in case of failure, repair it instead of buying a new one. What is also important is the activity in our households and during leisure – our behaviors have to be pro-ecological as a necessary complementation of pro-ecological integrity.

We declare that we will make the necessary changes and adjustments in pursuit of climate-neutral economy, by means of social dialog and in accordance with its principles, observing the principle of solidarity – without leaving anyone in need or without support. Currently, for many companies and even industries, climate neutrality means impeding or restricting operations. However, they too, in order to survive and develop, must take the gentle path of change and reorientation, if they do not want to be pushed out of the market by consumers' choices. Pro-ecological technological changes will entail, among others, changes in the labor market. In some sectors of the economy, such changes will be difficult. All of them must be preceded by appropriate educational activities addressed to employees and the general public.

We will not achieve the goal of climate neutrality tomorrow or the day after, but we must move towards it immediately. The longest marches consist of millions of small steps. Today we're taking the first one.