

Electra M&E Poland

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The most important provisions of the Compliance Policy in the Electra M&E Polska Capital Group

The Electra M&E Polska Capital Group, comprising the following companies: Electra M&E Polska sp. z o.o., IPID Engineering sp. z o.o., Geo-Kat sp. z o.o. and SGP Engineering sp. z o.o. (hereinafter: the Group), has established a Compliance Policy aimed at ensuring compliance with the law of the activities of all employees of the Group and suppliers and subcontractors cooperating with the Group, internal regulations and ethical standards, as well as reducing legal, financial and reputational risks

The compliance supervision system is implemented by the Management Boards of the Group companies and the Group's Compliance Representative, who is responsible for risk identification, monitoring, training, record keeping and reporting.

Employees of all companies in the Group are required to comply with the law and internal procedures, participate in training and perform ongoing control of their own activities and documents.

The Group enables all stakeholders to report breaches openly and anonymously and provides whistleblowers with protection against retaliation. Reporting irregularities can take place in various ways - more information on this subject is available on the dedicated websites of the companies in the Group.

The Group identifies, monitors and manages identifiable conflicts of interest between the Group, its customers and employees and maintains a record of such cases.

Ethical standards are an important element in the operations of the Group companies. Honesty, professionalism, transparency, mutual respect and counteracting mobbing and other abuses are particularly promoted.

The Group has adopted an anti-corruption policy for absolute application. It is based primarily on the principle of zero tolerance for corruption, bribery, paid patronage and any undue advantage.

In external contacts with the Group's partners, only symbolic and business-justified gifts, in accordance with the adopted standards and not causing a conflict of interest, were allowed.

The Group conducts constant verification of business partners, checking their reputation, credibility and compliance of their activities with the applicable law, as well as the Group's compliance policy.

In the event of a breach of compliance policy or legal provisions, the Group reserves the right to apply disciplinary measures and other legal consequences against persons or organizations that have committed such behavior.

We encourage you to read the full text of the Compliance Policy of the Electra M&E Polska Group.

[EMEP - Compliance Policy - 19.12.2024 \(ENG\) pdf, 538.69 KB](#)