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Employment, Working Conditions and Human Rights Policy

AIUT is an engineering company that combines industry experience, and advanced technologies to provide state-of-the-art and innovative solutions dedicated to meeting customer requirements.


AIUT provides practical ideas and products for the design, development, commissioning, and maintenance of industrial automation and robotics systems, including intelligent media and fuel monitoring systems, as well as IT systems for process management. The products and services offered by AIUT create new value, increasing operational efficiency, ensuring significant optimization of processes and reducing health and safety and fire regulations risks for the organization, setting new cooperation standards.

AIUT serves clients in Poland and around the world, strategically expanding its operations and organizing local competence centres to provide qualified engineering services for key clients.


This policy is part of the solutions in the field of corporate social responsibility of the AIUT Group - implementation and reliable application of the principles of this Employment, Working Conditions and Human Rights Policy is our response to the desire to provide employees, associates, contractors and the community around us with a sense of security.

Employment, Working Conditions and Human Rights Policy in AIUT Group is based on:

- building a culture of employment and cooperation, regardless of the level of employment and the scope of performed duties, tasks or services, with full regard to national, EU and global provisions of generally applicable law, standards and principles,
- introducing solutions to raise awareness and employment standards and cooperation in AIUT Group entities, as well as encouraging to submit ideas in this area and responsible implementation of the principles of managing employment processes and undertaking cooperation,
- ongoing verification of changes in the generally applicable law in the field of employment and cooperation, and regular verification of internal procedures; observing and implementing the latest standards and practices from the above-mentioned scope and implementation of appropriate solutions on its own initiative,
- introducing and complying with special rules in the field of child labor and young workers, in particular, subject to exceptions expressly permitted by generally applicable law, consisting of the following standards:
 - it is forbidden to hire a person under 15 years of age,

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- it is permissible to employ only people aged 15 and under 18 (the so-called juveniles), who jointly:
 - graduated at least eight-year primary school (or equivalent school within the meaning of generally compulsory law other than Polish),
 - provide a medical certificate stating that the work of a given type does not endanger their health,
 - a juvenile who does not have professional qualifications may be employed only for the purpose of vocational preparation, on terms and conditions not worse than those provided for in the law,
- introducing and complying with special rules for counteracting modern slavery (including servitude, forced or compulsory labor and trafficking in human beings), in particular consisting in:
 - prohibition of recruiting, cooperating, hiding, transporting, providing or soliciting a person for forced labor by force, fraud or extortion,
 - prohibition of treating employees and associates as "objects of property",
- ensuring the freedom of association and collective bargaining in the scope resulting from the provisions of generally applicable mandatory law, in particular consisting in:
 - freedom to associate with others to create structures for the implementation of collective goals, including the creation of trade unions to protect the interests of their members and the right to join trade unions,
 - active involvement of employee representatives in work on organizational matters of the company important to employees,
- compliance with working hours resulting from the provisions of generally applicable law, including:
 - ensuring adequate daily, weekly and periodic rest and appropriate breaks during work (work-life balance),
 - taking into account special regulations for specific groups of employees, in particular juvenile workers and pregnant women,
- applying non-discriminatory rules when determining remuneration, wages and benefits for employees and applying equal employment opportunity, in particular by relying solely on objective evaluation criteria,
- taking care of appropriate working conditions, adapted to both the nature of the work and the person performing it, including in particular taking into account the principles of occupational health and safety and ensuring the possibility of its effective performance, introducing restrictive alcohol and drug policy /solution,
- respect for human rights through the implementation of regulations that make up the human rights management system, based in particular on respect for freedom and distinctiveness, diversity and inclusion, and taking actions based on non-discriminatory principles,

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- counteracting mobbing, persecution and discrimination and creating a space that allows free reporting of any manifestations of unacceptable or ethically questioning behavior (relevant actions in the scope of harassment and non-discrimination),
- enabling actions to improve qualifications, emphasizing the commitment to training,
- undertaking activities aimed at continuous improvement in the field of employment and cooperation, creating appropriate conditions for the performance of work and services, and compliance with regulations, standards and rules,
- reporting to the top management of AIUT Group entities about the current energy results, training, activation activities, and events in the field of this procedure as well as presenting protocols of undertaken initiatives,
- informing business partners about the solutions applied in the AIUT Group in the field of employment, cooperation, working conditions and human rights, and expecting them to meet the standards at least at this level.

All employees and permanent associates of AIUT:

- ✓ work with the highest standards in matter of employment, cooperation, creating appropriate working conditions and respecting human rights,
- ✓ actively participate in the implementation of employment, cooperation, creating appropriate working conditions and respecting human rights,
- ✓ cooperate with superiors to implement solutions in the scope resulting from this procedure.

Our commitment:

- Risk management:


- ✓ our action is preceded by a risk analysis and the resulting protective measures,
- ✓ we evaluate the risk whenever the generally applicable law, methods or conditions of work change;

- Training and practical knowledge and skills:

- ✓ AIUT organizes initiatives promoting proper attitudes in the field of employment, cooperation, creating appropriate working conditions and respecting human rights
- ✓ our subcontractors receive full support to the extent necessary to perform the commissioned works while maintaining appropriate employment, cooperation, creating appropriate working conditions and respecting human rights standards,

- Consultation with employees:

In order to ensure the highest standards of safety, compliance with legal requirements, and transparency of activities, the AIUT Management Board undertakes to:

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- ✓ regularly consult employees on all matters affecting standards of employment, cooperation, creating appropriate working conditions and respecting human rights,
- ✓ be open to any initiatives in filed of employment, cooperation, creating appropriate working conditions and respecting human rights
- ✓ provide AIUT employees the opportunity to independently select their representatives who have direct contact with the company's Management Board;


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