

Institute for Private Enterprise and Democracy (IPED) - foundation of the Polish Chamber of Commerce, started its activities in early 1993 in Warsaw. It is one of the first independent research institutes in Poland and Polish think tank. The Institute, through projects, objective research and analysis, education and recommendations for economic policy, supports market reforms, development of democratic institutions and creates a favorable climate for business and non-governmental sector.

Our achievements include many implemented initiatives aimed at to make a positive impact on people, organizations and communities, and in consequently - our society and country.



IPED is focused on:

- building democracy;
- shaping economic policy that encourages entrepreneurship;
- deregulation of the economy;
- development of private enterprises, including SMEs;
- development of new technologies;
- cooperation of science and business;
- development of the labor market;
- development of business organizations;
- development of NGOs;
- combating corruption;
- business ethics;
- development of self-government.

The Institute team has created two nationwide programs related to the promotion of ethics that have found many enthusiasts across the country. The Business Culture Promotion Programme **Business Fair Play** was founded in 1998. Its aim is to promote ethics in economic activity understood as a set of standards of behavior in mutual relations of entrepreneurs with customers, partners, employees, shareholders, local community as well as local and state authorities. In 2025 we conduct 28th edition of the Programme. In 2001 IPED created a twin program addressed to local governments - **Community Fair Play** - Certified Investment Location. Its aim was, among others, to promote municipalities providing especially favorable conditions for investors as well as paying particular attention to the needs of local community. The program was implemented till 2018.

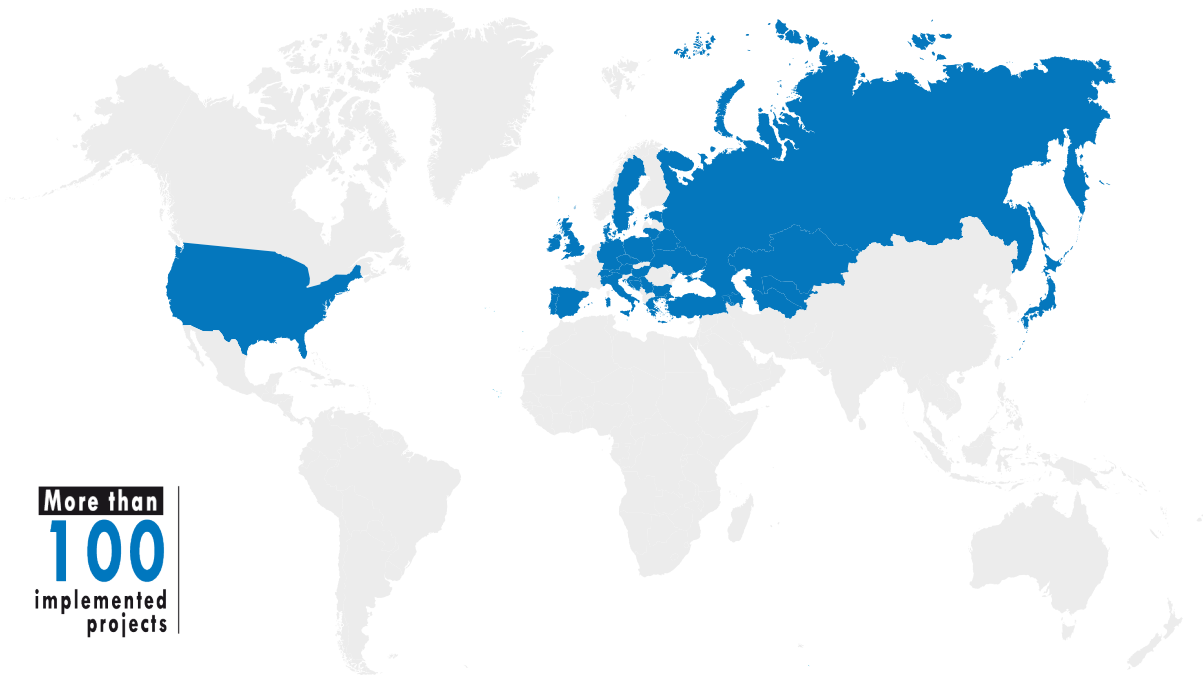


For over 30 years IPED has implemented more than 100 projects related to development of the civic society and democracy, promotion of business ethics, innovative economy, cooperation between Universities and businesses, advocacy for SMEs, development of standards in human resources management, elaboration of protection measures for disadvantaged groups, scaling down corruption in business and SME's development. The elaborated recommendations were implemented into the Polish legislation, including tax law, labor code, custom law and business register. Policy reports and issues briefs were used by the Polish Chamber of Commerce and by regional chambers in their advocacy programs.

Experts of the Institute have many years of experience in managing companies in accordance with the fair play standard. Among others they worked with over 30 companies from all over the country representing different industries in the framework of the project realized by the Polish Agency for Enterprise Development: „Corporate Social Responsibility” (within the Human Capital Operational Programme and co-financed by the European Union under the ESF) and „Increasing the competitiveness of regions through corporate social responsibility (CSR)” (funded by the Swiss-Polish Cooperation Programme). Moreover IPED cooperated with 25 companies in the framework of the project „Employment Fair Play. Become a mentor” (within the Human Capital Operational Programme and co-financed by the European Union under the ESF). The Institute's experts prepared a diagnosis of situation in each company in order to develop the company's development plan, including the field of CSR, human resource management, development projects and tools to implement them. Since 2024, IPED has been implementing the project “Podkarpackie focuses on people. Promotion of equality on the labor market and inclusive employment culture in enterprises.” (co-financed by the European Union under the European Funds for Podkarpacie 2021-2027 Programme), which is a continuation of work in the aforementioned area.

The Institute's experts also provided training and individual advice to non-governmental organizations, among others as part of projects implemented with the support of the Knowledge Education Development Operational Program, co-financed by the European Social Fund: „Effective NGOs and Chambers of Commerce” (10.2017-01.2021) and „Effective NGOs 2” (04.2020-06.2022). By implementing these projects (790 people from all over the country participated in them), we showed what actions can be taken by representatives of NGOs who want to strengthen their organizations and participate in the law-making processes - we provided training and advice to NGO staff on participation in public consultations and preparation for this process, strengthening expert competences, strategic planning, project management, HRM, obtaining financing.

IPED's staff participated in many training and advisory programs in Georgia, Azerbaijan, Armenia, Central Asia, Kosovo, Russia, Croatia, Ukraine, Serbia, Belarus and Bosnia and Herzegovina, providing expertise on transformation process and market reforms.



The main achievements of the Institute include initiating many public debates with the participation of representatives of the government, the Polish parliament and well-known politicians. The recommendations and solutions proposed by the team of the Institute have often been implemented by authorities, for example solutions supporting innovation, including technological credit and financing for small and medium-sized enterprises. The solutions promoted by the Institute contributed to lowering taxes and reducing barriers for running business, monitoring public authorities and civil dialogue.

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BUSINESS
FAIR PLAY

Business Fair Play
Business Culture Promotion Programme

www.fairplay.pl



1. Objectives of the Programme

In 2025 the 28th edition of the program is implemented. The **Business Fair Play** certificates were awarded for the first time in 1998. Its completely new regulations, introduced by the **Institute for Private Enterprise and Democracy Foundation of the Polish Chamber of Commerce**, accepted a formula open to all enterprise sectors. The competition became a **certification programme**. Business support and promotion institutions, organisations of employers as well as clubs and associations of entrepreneurs throughout Poland – constituting the team of regional programme administrators – were invited to cooperate in the implementation of the programme.

The purpose of the programme is to promote ethics in business activities, understood as a set of standards of behaviour in the mutual relations of entrepreneurs with business partners, customers, employees, and shareholders, as well as the local community, local government and state authorities. It also supports the development of companies by promoting reliable and fair businesses, operating in accordance with the law and ethical principles.

The programme is usually implemented under the auspices of the Ministry of Economy (or the Ministry of Development and Technology or Ministry of Funds and Regional Policy and Ministry of Digital Affairs). The idea of the programme is supported by the President of the Republic of Poland – Andrzej Duda (Aleksander Kwaśniewski, Bronisław Komorowski and Lech Kaczyński in the past) and the Prime Minister (e.g. Leszek Miller and Jerzy Buzek in the past), who send letters of congratulations to the winners and to the organisers of the programme. In many voivodships honorary patronage is provided by the representatives of regional authorities.

2. Criteria imposed on businesses participating in the programme

The participants of the programme may be enterprises which:

- have conducted business activities during the whole calendar year preceding the year in which the particular edition of the programme is taking place;
- are based in Poland;
- have submitted a written declaration on the accession to the programme within the specified deadline (up to May 31st given year).

The verification of a business takes into account such parameters as the ability to solve problems, adherence to deadlines for the performance of liabilities, method of providing services to customers and of cooperating with suppliers, recommendations of business partners, working conditions and human relations, care for the natural environment, charitable activities, etc.

The certificate is awarded to those firms which have proved appropriate relationships and reliability in their contacts with:

- customers
- suppliers and other business partners
- employees
- competitors
- state offices
- local community.

3. Verification procedure

The programme lasts a full calendar year and is implemented in two stages. During the first stage, companies apply for their participation within the deadline provided for in the regulations (in the 28th - current edition by 31 May 2025). Then, entrepreneurs receive an on-line questionnaire (companies which obtained a certificate in the previous edition fill in a simplified questionnaire) to be filled in, containing such questions as:

- Has the enterprise had arrears: in the repayment of credits towards banks, payment of liabilities to business partners, payment of employee wages, towards the Tax Office, Social Insurance Institution (ZUS)?
- Have any court disputes been conducted (with customers, suppliers, employees and others)?
- Does the company participate actively in charitable campaigns or events?
- How does it motivate its employees?

Those and other questions which have not been mentioned above are in a more detailed form in the questionnaire and the responses are awarded points. The documents are verified by Regional Commissions or by the National Commission. An enterprise which is awarded a minimum of 70 points of on 100 possible is nominated to the second stage.

The second stage belongs to the organisers who, during visits, verify the compliance of the information provided by the company with the reality. The visits to all companies participating in the second stage are conducted in cooperation with the regional administrators. A company may be disqualified from participation in the programme on the basis of a justified protest of a competitor, a customer or an employee of the company. After each visit a report for the Presidium is prepared. The members of the Presidium make final decisions on the awarding of certificates, distinctions and special awards. The Presidium is composed of outstanding representatives of the Parliament, the state administration and Government agencies, enterprises and non-governmental organisations.

The official announcement of the results takes place during a formal gala (usually in November). Firms which have met the conditions imposed receive the Business Fair Play certificates. The best of them receive main awards in the form of statues handed by one of the members of the Presidium (in the previous years, by Deputy Prime Minister). There are also other awards, e.g. for innovation, for special pro-eco activities, for long-term participation in the program and for companies participating for the first time (more details - in the regulations of a given edition).

With regard to the interpretation of provisions and requirements contained in the rules and regulations, decisions are made by the National Commission which also reserves the right to withdraw or suspend the entitlement to use the Business Fair Play title if a company behaves in a manner unworthy of a reliable entrepreneur.

4. Development of the Programme

In 2025 the 28th edition of the program is implemented. Each year the group of entrepreneurs wanting to confirm their own credibility is numerous. Over a period of 27 years, over 12200 applications were received, over 11100 certificates were awarded to over 2600 companies. Many of them have participated in the program many times, even for over 20 or 25 years. One can assume that about 4-7% of enterprises applying for the Business Fair Play title actually did not meet the requirements. Over 170 firms from all of Poland applied for the 27th edition, 164 firms received the certificate. The winners of the programme are firms from throughout Poland, of various sizes and belonging to many different industries. Previously, the largest number of enterprises among those participating were involved in production or services for the construction industry.

5. Motives for accessing the programme and renewing participation in the subsequent years

During the direct meetings with representatives of the Fair Play Enterprises we ask about the motives for the participation in the programme. The most frequent answers are the following statements:

- Making the company more credible
- Obtaining an objective evaluation of the enterprise
- Promotion
- Integration of employees
- Facilitation of business contacts and negotiations.

By applying for a certificate, enterprises wish to obtain something which would distinguish them among other firms present in the market, and attract the attention of customers and business partners as well as the media.

6. Benefits for firms consequential to participation in the programme

When organising the programme, we anticipated the benefits for its winners. The observations of the representatives of firms which have obtained the Business Fair Play certificate confirm our assumptions. The winners of the programme decided that the most important effects of the participation included:

- Obtaining of the reliability certificate
- Promotion (internet, media, bulletins)
- Meetings with regional government and local self-government
- More trust from customers
- More trust from business partners (including banks, organisers of public tenders etc.)
- Verification of the relationships in the company by its managing board
- Integration of employees
- Special projects for program winners only.

In our opinion, the presentation of a large number of reliable firms concentrated around the programme makes it possible to improve the image of Polish enterprises and encourage them to behave ethically. Enterprises participating in the programme, by respecting ethical values in their everyday activities, manage well in the market. This confirms the thesis that ethics and business go well together. Companies which have obtained the title of Business Fair Play are, at the same time, ones which have economic successes, are developing firms, investing both in modern equipment and in human capital. The programme shows that while acting fairly you can succeed and develop the firm. In the long-term strategy, the reliability and fairness helps the company to stay in the market and develop.

Additional information: office of the Przedsiębiorstwo Fair Play Programme, Poland
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BUSINESS FAIR PLAY

Business Culture Promotion Program

EXCERPT

FROM THE REGULATIONS OF THE BUSINESS FAIR PLAY PROGRAM

I. Program organisation and objectives

1. The program is organized by the Institute for Private Enterprise and Democracy Foundation and affiliated with the Polish Chamber of Commerce (PCC).
2. The objectives of the program are:
 - a) Promoting business ethics in commercial activity, understood as a set of norms regulating the behavior in the relations between entrepreneurs and customers, contractors, employees, associates and local society, local and state authority, actions in compliance with the law and general social norms;
 - b) Assisting business development through the promotion of firms abiding the law and ethical norms;
 - c) Promoting the program finalists on domestic and foreign market;
 - d) Improving the image of polish enterprises;
 - e) Promoting firms abiding by the law and ethical norms of economic activity in mass media;
 - f) Encouraging all Polish firms to comply with the ethical norms, introduce corresponding changes in the organisation of labour and create training programs for employees;
 - g) Rewarding verified firms that meet the requirements of the Regulations of the given edition of the program with the Business Quality Certificate 20XX.
3. The objectives of the program are align with the standards and requirements defined in the principles of corporate social responsibility.

II. Committee of the program

1. The Awarding Committee
 - a) The Awarding Committee marks program ideas, its course, the results, participates in the awarding of prizes. Its comments and proposals are used in the course of organizing consecutive editions of the Fair Play Enterprise program.
 - b) The Awarding Committee comprises exceptional representatives of Parliament, state and local government administration, governmental agencies and non-governmental organisations.
2. Appointment of the National Commission and Regional Commissions
 - a) The National Commission appointed by PCC after the proposition put by the Institute comprises experts in ethics and economy;
 - b) The National Commission, on the proposition of the Regional Administrators, calls the Regional Commissions. They comprise at least 5 persons representing: tax offices, the Social Insurances Institution (ZUS), banks, leasing and financial firms, local self – government (including economic) units, academies and institutes, advisory and consulting firms. The responsible secretary is the Regional Administrator.

III. Program access conditions

1. Access to the program is granted to the enterprises that meet the following requirements:
 - a) They have exercised commercial activity throughout the whole year preceding the program;
 - b) They possess an office located in Poland;
 - c) They enter by 31st of May (in the year of the program) a written declaration of access to the program and send it to the Business Fair Play Programme Office (Trębacka 4 St, 00-074 Warszawa);
 - d) They issue promotion payments in the 1st stage according to point. VI.
2. Enterprises awarded the Business Fair Play certificate in the year preceding the given edition, are allowed to apply for the simplified procedure of Business Fair Play certification, that consists of:

- a) Entering a written declaration of access by the time specified in point.III.1.c.;
- b) Issuing promotion payments according to point. VI.;
- c) Filling in and consigning a simplified verification questionnaire together with the requisite enclosures;
- d) Acquiring a positive recommendation from the Regional or National Commission and a qualification to stage 2nd;
- e) Acquiring a positive internal inspection evaluation, subject to p.IV.2.c.

IV. Program course

1. Stage 1

- a) Those participants of the program, that did not fulfill the demands of point III of these regulations, will receive, from the program office, questionnaires to fill and give true and reliable information within 30 days from their access to the program.
- b) By entering the program the participants agree on publishing their teleaddress data, being granted the right to access and correct the data and the right to objection that is to be reported to the organising body.
- c) Changes in : company name, legal form of the company, addresses, persons authorized to represent the company (e.g. CEO, owner), etc., not reported to the program office in Warsaw will not be reflected in the program documents, certificates, or on the lists of participating companies published as the part of the program's promotion. The list of the participants will be shown to the public and subject to wide verification. The participants of the program obligate themselves to send within a month's time one copy of a questionnaire along with enclosures, acknowledged by their plenipotentiary, via e-version or priority mail - the original to the address of the local program manager or by registered letter to the program office in Warsaw (Trębacka 4 St, 00-074 Warszawa).
The materials will remain confidential, they will be known only to the Regional Commissions and the National Commission.
- d) The Commissions will mark:
 - The relations with the competition,
 - The relations with the customers and suppliers,
 - The way of dealing with complaints and proposals,
 - The punctuality of fulfilling the obligations towards the contractors,
 - The punctuality of regulating the obligations towards the State Treasury,
 - The relations with employees, the working conditions in the enterprise (safety conditions, social payments, raising the qualifications of the employees, etc.)
 - Social responsibility (charity, social activity, etc.),
 - The treatment of the Natural Environment,
 - Other issues specified in the questionnaire, given to the participants.
- e) An enterprise can acquire a maximum of a 100 points from the evaluation of the presented materials:
 - Relations with the customers - max. 15 pts.
 - Relations with the suppliers - max. 20 pts.
 - Employees - max. 25 pts.
 - The enterprise and the local society - max. 20 pts.
 - Contacts with the tax administration and ZUS - max. 20 pts.
 Firms that received a minimum of 70 points can advance to stage 2nd.
- f) The Regional Commissions verify the correctness of the documentation entered by the participants on formal level and initially evaluate the data from the questionnaire. The initial marks will be shown to the National Commission as a recommendation of firms to stage 2nd of the program.
- g) By the 31st of July, year of the given edition The National Commission verifies the questionnaires and the marks of the Regional Commissions, creating a list of firms qualified to stage 2nd of the program.
- h) By the 21th of August year of the given edition, The National Commission will inform the participants about the results of the 1st stage of the program.
- i) All participants have the right to publish the information, during the program that they participate in it. The allowed formula of the information is: „The firm is participating in the ‘Business Fair Play 20XX’ program”. This right is cancelled the moment the National Commission decides on removing the enterprise from the program.

2. Stage 2
 - a) An audit will be conducted in the firms that advanced to stage 2nd, to check the information from the questionnaires and to gain additional information connected with the program. The audits will be conducted by auditors approved by the National Commission, in the agreed time, by the 30th of September, year of the given edition.
 - b) The information given in the questionnaires, inclosures and gathered by the auditors will be used to create a report for the National Commission .
 - c) Enterprises participating in stage 2, in which the auditors confirm the information from the questionnaires, and which receive no complaints from the Awarding Committee, will receive a certificate and the title of 'Business Fair Play **20XX**'.
 - d) The National Commission, nominates companies to be awarded a statuette, based on the prepared reports, documentation, and own information.
 - e) Based on the nominations of the National Commission, the Awarding Committee will choose a maximum of 15 outstanding firms that will be awarded the program statuette.
 - f) The results of the program final will be published by the end of the year of the given edition, on a special event with the media, the representatives of the highest state officials, economic organisations, Members of Parliament, the Diplomatic Corps, program participants and other guests.
 - g) The promotion of the program, its participants and laureates will be conducted in print and on the internet, at www.fairplay.pl. The program officials will inform the local and regional authorities about the awards and certificates awarded to enterprises from their area.
 - h) Program laureates will gain right to use for advertising, promotional and correspondence purpose the program logo with writing: "Business **Fair Play 20XX**".
 - i) In case of a capital group, the title, logo and certificate are given only to the subject to the verification procedure and cannot be used by other subjects from the group.

V. Business Fair Play Awards 2025

1. Business Fair Play Title and Certificate of Business Quality – awarded to companies that have met the regulation requirements of the given edition of the program, confirming the company's responsibility and care for proper relations in all areas checked during the program.
2. Business Fair Play Statuette – main prize – awarded to the best companies among the winners of a given edition, being not only a role model, but also particularly distinguished against the background of the winners of the given edition.
3. The Golden Certificate – is awarded to companies to which the Awarding Committee awards the certificate in three consecutive editions.
4. The Golden Statuette – is awarded to companies to which the Awarding Committee awards the certificate in 5 consecutive editions.
5. Bronze/Silver/Gold/Platinum Laurels Business Fair Play - is awarded to companies to which the Awarding Committee awards the certificate in 6 (or more) consecutive editions.
6. The Platinum Statuette is an award given by the Awarding Committee to companies that have received the certificate in ten consecutive editions.
7. Diamond Statuette – is awarded to companies to which the Awarding Committee awards the certificate in 15 consecutive editions.
8. Semper Fidelis – a special award and honorary title, granted by the Awarding Committee to companies that have received the certificate in twenty consecutive editions.
9. Special award and honorary title granted by the Awarding Committee to companies that have received the certificate in twenty-five subsequent editions.
10. Fair Play Debut - a special award awarded to companies that in a given edition received the Fair Play Business Quality Certificate for the first time, but their achievements set them apart from the other winners participating in the program for the first time.
11. The title of Ambassador of Fair Play in Business – awarded to personalities of Polish business, selected from among the management companies that have been long-term winners of the Fair Play Business program (who have earned the title of Fair Play Business for at least ten consecutive years). Those who have been awarded the title of a Ambassador of Fair Play in Business form a Council of Fair Play Ambassadors, which can honor others, including those from outside the business community, by giving them the title Honorary Fair Play Ambassador.
12. Award for special pro-ecological activity, an award given to companies that take special care of the environment in their activity and undertake exceptional pro-ecological activities.
13. Distinction for special innovative activity in the categories: service, product, process, marketing or organizational and management solution – awarded to companies that carry out exceptional innovative

activities in the aforementioned categories and among the winners of the given edition their achievements deserved a special distinction.

14. The National Commission reserves the right to award the companies with other distinctions, not mentioned in the regulations.

VI. Payments

1. Promotion payment in stage 1 of the program is issued by the participants within 14 days from issuing of the receipt signed by the organising body for the amount:
 - a) 1800 PLN net + 23% VAT on employment up to 9 employees;
 - b) 2200 PLN net + 23% VAT on employment from 10 to 24 employees;
 - c) 3200 PLN net + 23% VAT on employment from 25 to 49 employees;
 - d) 4700 PLN net + 23% VAT on employment from 50 to 99 employees;
 - e) 6200 PLN net + 23% VAT on employment from 100 to 249 employees;
 - f) 7200 PLN net + 23% VAT on employment from 250 to 499 employees;
 - g) 7800 PLN net + 23% VAT on employment 500 employees and more;
2. Promotion payment in stage 2 of the program is issued by the participants within 14 days from issuing of the receipt signed by the organising body for the amount:
 - a) 2850 PLN net + 23% VAT on employment up to 24 employees
 - b) or 3450 PLN net + 23% VAT on employment 25 employees and more.

VII. Final provisions

1. Decisions on the interpretation of the regulations and program requirements are made by the National Commission, and given to the Regional Commissions and Regional Administrators.
2. The National Commission has the right to withdraw or suspend the "Business Fair Play" title, in case of having recorded a manner not fitting a reliable entrepreneur.
3. In case of a suspension or withdrawal of a firm's right to the "Business Fair Play", title, loses the right to use the title and logo of the given edition and all previous ones (even though it was the laureate) and other graphic elements associated with the program.
4. The resignation from program participation without financial loss can be sent up to 1 month after the entrance of the participation declaration.
5. The organizer of the program informs that all information and data obtained during the program procedure may have the character of a so-called trade secret. They are the exclusive property of the organizer and will be used exclusively for the purposes of the program. Thus the Organizer undertakes to maintain confidentiality and not to disclose to of public information and data, which in accordance with the applicable provisions of law (Act of 16 April 1993 r. on combating unfair competition as amended) are the secret of the Organizer. They are covered by the confidentiality clause, obtained as part of the implementation of the program, transmitted in any form of a conversation, both direct, telephone and correspondence electronic.
6. The management of the program is conducted by "Business Fair Play" Sp. z o.o., managing the organisation works, encouraging the firms to participate, collecting payments and promoting the participants. In the regions, the program is maintained by Regional Administrators.

Details are available in the regulations of the given edition of the program.

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