



BUSINESS CLIMATE SURVEY FOR SWEDISH COMPANIES IN POLAND 2025

A REPORT FROM TEAM SWEDEN IN POLAND

TABLE OF CONTENTS

FOREWORD.....	3
ABOUT THE SURVEY	5
ECONOMIC OUTLOOK	6
THE MARKET	10
HOW SWEDISH COMPANIES SUCCEED IN POLAND.....	16
ACTING SUSTAINABLY	19
CONTACT US	23

KEY CONTRIBUTORS TO THIS REPORT

Business Sweden in Poland

Nikki Brandt, Trade Commissioner Poland
Natalia Kulas, Business Support Specialist

Scandinavian-Polish Chamber of Commerce

Embassy of Sweden in Poland

FOREWORD

Sweden and Poland share a long-standing relationship built on strong economic and political ties. For decades, Swedish companies have contributed to Poland's transformation into one of Europe's most dynamic economies. Today, Poland is not only a key production and export hub but also a growing centre for innovation and business services. Its large domestic market, competitive workforce, and steady economic growth have made it a priority destination for Swedish investment.

Bilateral cooperation continues to expand, underpinned by shared values such as openness, innovation, and a commitment to European integration. The recent Strategic Partnership Agreement, signed between Prime Ministers Ulf Kristersson and Donald Tusk, confirms both countries' ambition to strengthen collaboration in areas like defence, digitalisation, green industry, and smart technologies.

Building on this accentuated commitment and direction, Swedish companies have continued to grow their operations in Poland. The Swedish business community maintains a broad and long-standing presence in the country, contributing significantly to the local economy. Poland remains a key destination for Swedish exports, production, sourcing, and long-term investment.

This year's edition of the Business Climate Survey in Poland provides valuable insight into how Swedish firms experience the Polish market. This is the first time this type of survey has been conducted in a long time in Poland, and we hope it will serve as a good starting point for increased engagement in the years to follow. Overall, the results reflect a climate of operational stability and cautious optimism. Most companies report stable performance, and – while the pace of expansion has slowed down marginally – Poland remains an attractive and reliable business environment for Swedish enterprises.

The Business Climate Survey is one of the tools Team Sweden uses to deepen understanding of current opportunities and challenges in the Polish market. For the coming editions, we would welcome an increased response rate to help sharpen the baseline and insights even further, as the survey also helps strengthen the support provided to the Swedish business community. The powerful reputation of the Swedish brand, supported by Team Sweden's strategic engagement, plays a measurable role in enhancing visibility and impact for Swedish companies in Poland.

Finally, we would like to extend our sincere thanks to all the companies that participated in this year's survey. Your time, insights, and reflections were essential to this report. And to everyone reading, we hope the insights provided will be valuable for your business in the coming year. We are always here to support the success of Swedish businesses in any way we can. If you have any thoughts, reflections, or aspects of the results you would like to discuss – especially if your perspective differs – please don't hesitate to reach out to any member of Team Sweden.



Andreas von Beckerath
Ambassador of Sweden
to Poland



Nikki Brandt
Trade Commissioner
for Poland



Agnieszka Zielińska
Managing Director,
Scandinavian-Polish
Chamber of Commerce

+48 respondents in Poland

Current business climate	Industry turnover	Future investments
45% of Swedish companies rate the business climate as "good/very good"	65% of Swedish companies expect their industry turnover to increase	44% of Swedish companies plan to increase their investments slightly or significantly in the next 12 months

Globally valued success factors
<ol style="list-style-type: none"> 1. Cost efficiency 2. Partnerships and relationships 3. Sales competence

Brand Sweden
91% of Swedish companies abroad consider Brand Sweden beneficial for business

Local conditions with high satisfaction
<ol style="list-style-type: none"> 1. Personal safety 2. Suppliers 3. Distributors and service providers

Local conditions with least satisfaction
<ol style="list-style-type: none"> 1. Licences, permits, and approvals 2. Customs procedures 3. Labour market regulation

Environmental considerations	Corruption	Human rights violations and labour rights abuse
54% of respondents believe environmental considerations factor in their customers' purchasing decisions	2% of companies reported exposure to corruption involving public institutions.	No reported concerns.

ABOUT THE SURVEY

Half of the respondents are small and medium-sized companies with a long-term presence in Poland

The 2025 Business Climate Survey presents the views of Swedish companies operating in Poland on the current state of the local business environment. It aims to identify key opportunities and challenges and to support discussions on how conditions for Swedish enterprises in Poland can be further improved.

While the survey is conducted annually in several markets, this is the first time in recent years it has been carried out in Poland. Its return highlights the growing relevance of the Polish market for Swedish businesses and the importance of tracking how companies assess local developments over time.

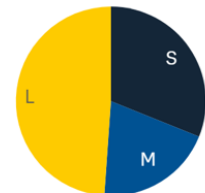
The survey was developed and conducted by Team Sweden in Poland, a collaboration between Business Sweden, the Embassy of Sweden in Warsaw, and the Scandinavian-Polish Chamber of Commerce. It was performed during the first quarter of 2025, gathering insights directly from companies active across the country.

Swedish business activity in Poland is substantial. Swedish-owned companies operate across a wide range of sectors, including manufacturing, IT, logistics, retail, and professional services. This includes both independent enterprises and subsidiaries of larger international groups, reflecting the broad and long-standing presence of Swedish businesses in the Polish economy.

This year's survey received 48 responses from Swedish companies operating in Poland. Based on global headcount, large enterprises (more than 1,000 employees) made up nearly half of the respondent group. Medium-sized companies (250–1,000 employees) accounted for a notable share, while small companies (fewer than 250 employees globally) represented the smallest part.

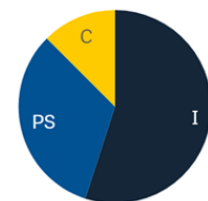
In terms of sector, respondents were active in a range of industries, with a strong representation from manufacturing, business services, and trade. Most of the companies surveyed have been present in the Polish market for more than 10 years, offering perspectives shaped by long-term experience and commitment.

SIZE OF COMPANIES



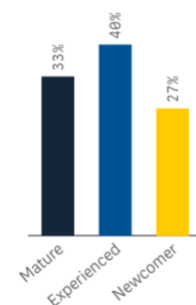
NOTE: Global employees.
Large >1000.
Medium 250-1000.
Small 0-249

MAIN INDUSTRY



NOTE: Industrial 55%.
Professional services 33%.
Consumer 13%

AGE OF COMPANIES



NOTE: Mature (<2003).
Experienced (2004-2019).
Newcomer (2020-)

ECONOMIC OUTLOOK

Poland's GDP is forecasted to grow faster than the European average, though growth may slow after 2025

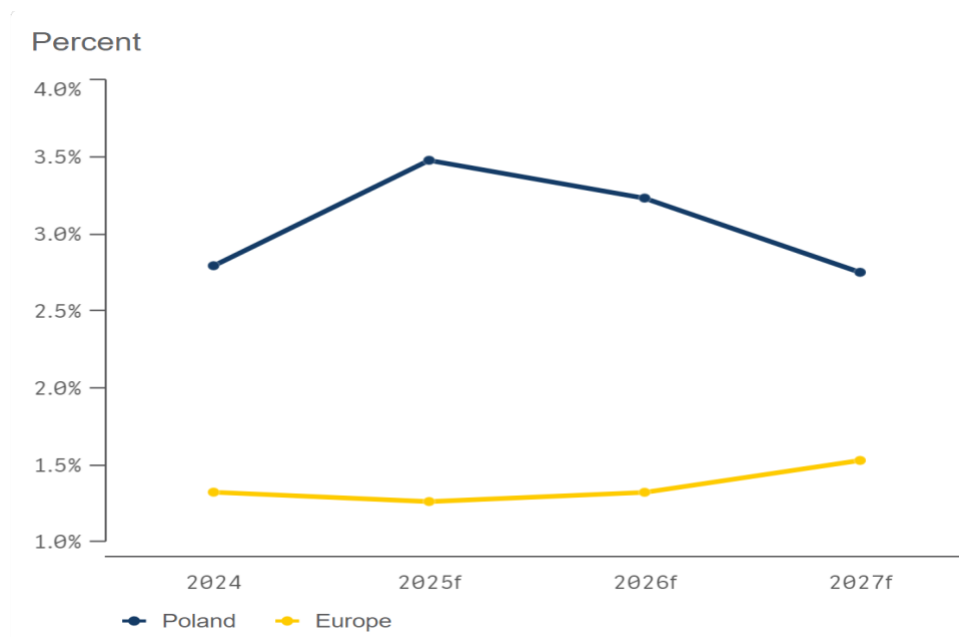
Poland's economy continues to demonstrate resilience amid ongoing global challenges. After a period marked by high inflation, monetary tightening, and geopolitical uncertainty, the outlook for 2025 is broadly positive. Major international institutions expect Poland to remain among the strongest performers in the EU, driven by steady domestic demand, recovering investment, and continued inflows of EU funding.

Based on forecasts from Oxford Economics (March 2025), Poland is expected to outpace the European average throughout the forecast period, with the strongest performance in 2025.

Still, the data suggest that Poland's economic growth may become more moderate after 2025. This reflects a shift from the post-pandemic rebound to a more stable phase, where challenges such as labour shortages, inflation, or global uncertainty may have more impact.

Overall, the outlook for Poland remains positive. Companies can expect continued growth, especially in the near term, but many are likely to stay cautious and focused on managing potential risks. These projections reinforce the strategic importance of the Polish market for Swedish exporters and investors.

PROJECTED GDP GROWTH IN POLAND



Source: Oxford Economics, GDP, constant prices and exchange rate, US\$. Last update: 11 March 2025

Most companies reported stable financial results in 2024

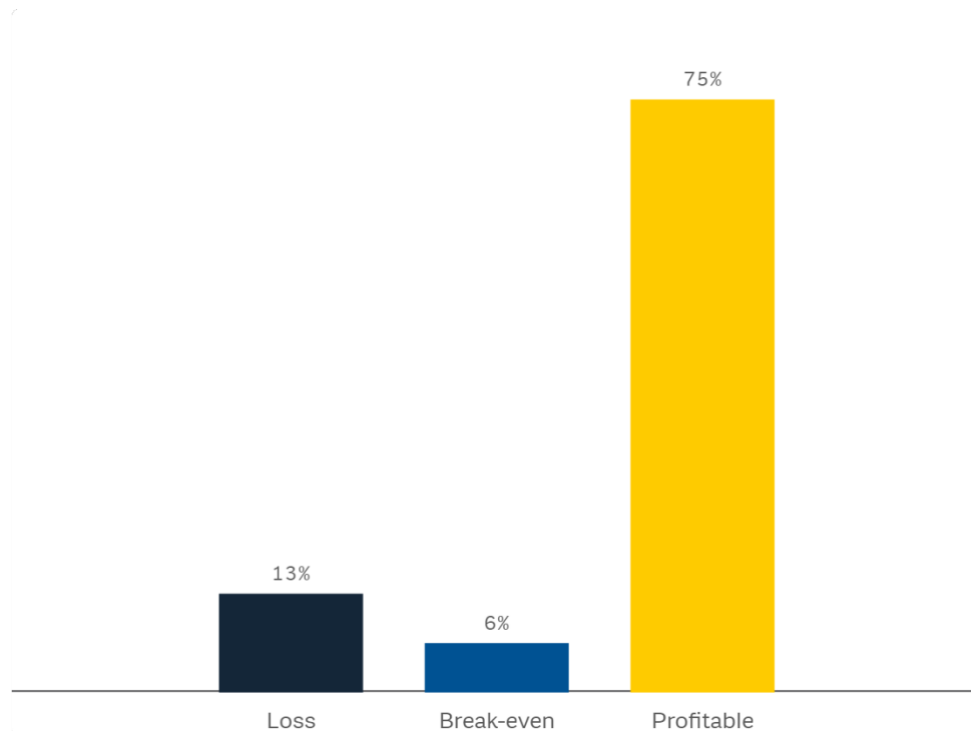
In 2024, the majority of Swedish firms in Poland reported profitable operations, with 75 per cent declaring a positive financial result. Thirteen per cent of companies operated at a loss, while six per cent broke even. These figures point to a generally stable year, with most businesses maintaining healthy performance despite a complex market environment. Looking at company size, the largest firms appear to have performed best. Ninety-five per cent of large enterprises reported a profitable year, with none declaring losses. In contrast, 29 per cent of small companies and 22 per cent of medium-sized firms indicated they had operated at a loss. Still, most companies in each size group reported breaking even or turning a profit, with only a small number unsure or not responding.

Differences in financial outcomes were also visible across sectors. Among companies active in consumer goods, 80 per cent reported profits, compared with 77 per cent in industry and 62 per cent in professional services. The consumer goods sector also had the highest share of losses, at 20 per cent, potentially reflecting greater sensitivity to cost pressures.

The fact that all mature companies reported a profitable 2024 points to the significance of company maturity in achieving stable results. Among experienced companies, that figure dropped to 78 per cent, while only 42 per cent of newcomers declared a profit. Notably, one-third of new entrants reported losses, highlighting the challenges of entering and stabilising operations in a competitive market.

Taken together, the data point to a business environment that remained relatively steady. Most firms were able to maintain operational continuity, though newer and smaller businesses faced more pronounced difficulties.

HOW WOULD YOU DESCRIBE YOUR COMPANY'S FINANCIAL PERFORMANCE IN POLAND IN 2024?



NOTE: The number of respondents for this question was 48. "Don't know/Not applicable" responses are included but not shown in this figure.

SOURCE: Business Climate Survey for Swedish companies in Poland 2025.

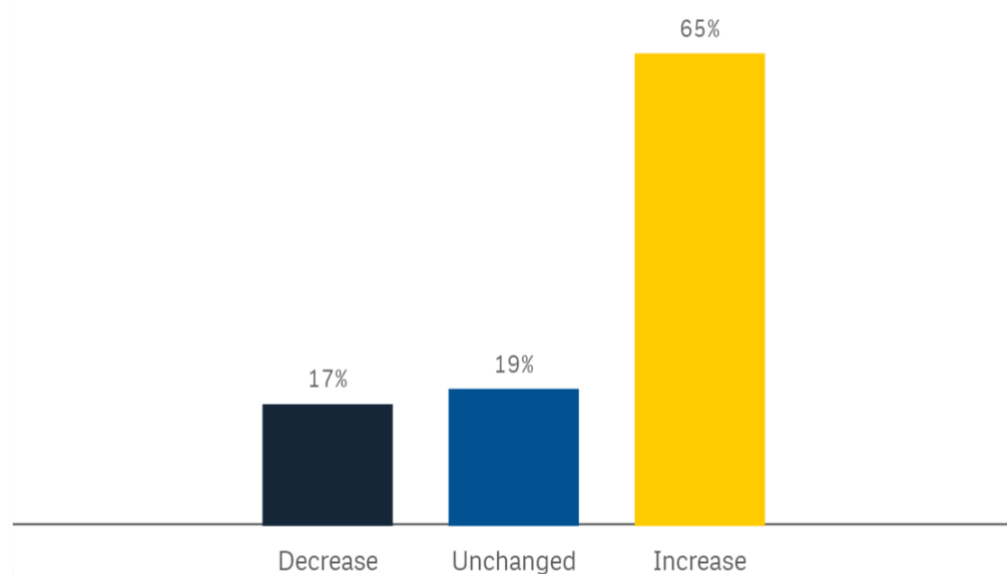
Two-thirds of Swedish firms in Poland expect turnover growth in 2025, with smaller and consumer-focused companies showing the strongest optimism

Expectations for 2025 show a moderate level of optimism among Swedish companies operating in Poland. Roughly two-thirds of respondents expect turnover in their industry to grow over the next year. Within this group, 15 per cent foresee a strong increase, while the rest anticipate more limited growth. Around one in five companies expect no major change, and fewer than one in six expect a decline.

This suggests that most firms are entering the new year with cautious confidence. The share of companies expecting stable or better conditions clearly outweighs those predicting a weaker outlook.

Smaller companies are generally the most optimistic, while larger firms tend to expect more modest improvements. Consumer-focused businesses stand out with the highest growth expectations, while industrial firms are more cautious. Newer companies are also more hopeful than those with longer market experience.

COMPARED TO THE DEVELOPMENT IN THE PAST 12 MONTHS, WHAT ARE YOUR EXPECTATIONS FOR THE COMING 12 MONTHS FOR YOUR INDUSTRY IN POLAND REGARDING TURNOVER?



NOTE: The number of respondents for this question was 48. "Don't know/Not applicable" responses are included but not shown in this figure.

SOURCE: Business Climate Survey for Swedish companies in Poland 2025.

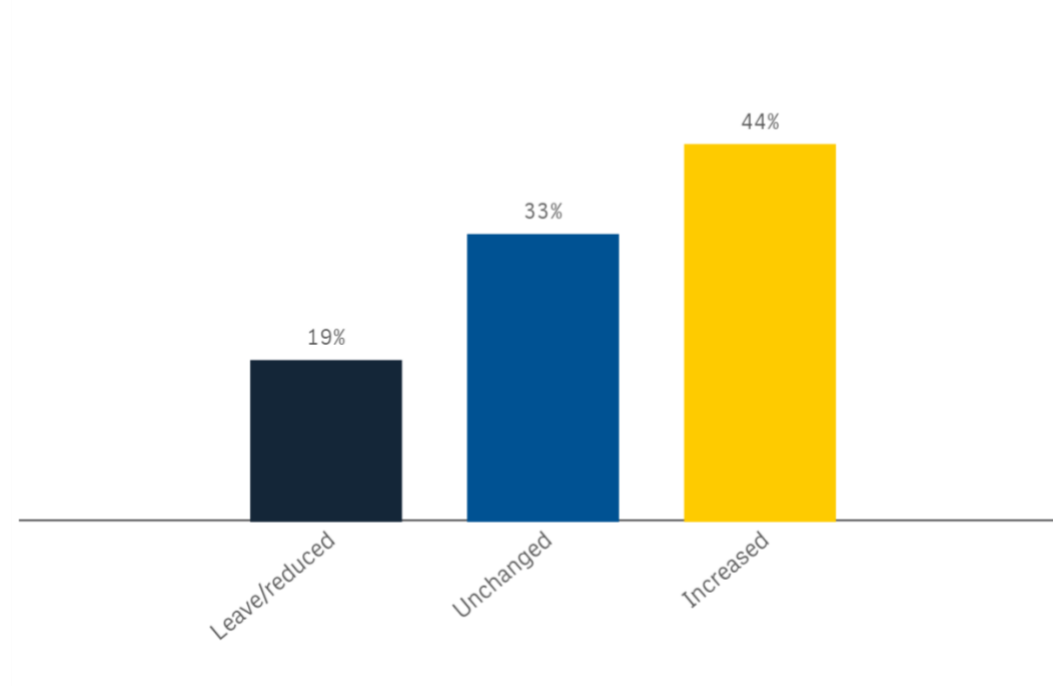
Companies prioritise stability in 2025 investment plans, with only a few aiming for more substantial changes

Investment plans for 2025 suggest that Swedish companies in Poland remain cautious but optimistic. Forty-four per cent of respondents indicated plans to increase their investments, while one-third expect to maintain current levels. Nineteen per cent anticipate reducing or withdrawing investments altogether. This distribution suggests that firms are open to growth, but few are planning any major shifts. Strategies appear focused on stability and gradual adjustments rather than ambitious expansion.

While most firms are aiming for stability, a few patterns are worth noting. Medium-sized companies are much more likely to reduce investment, while small firms are the most likely to increase it. Among sectors, industrial companies stand out with the highest share of respondents planning to spend more. Differences by company age are less pronounced, though newer firms lean slightly toward growth.

Overall, while spending plans differ somewhat by company profile, most firms share a similar approach: careful planning with some room for growth. Investment will continue in 2025, but largely within realistic and controlled boundaries.

WHAT ARE YOUR COMPANY'S INVESTMENT PLANS FOR THE COMING 12 MONTHS IN POLAND, COMPARED TO THE PAST 12 MONTHS?



NOTE: The number of respondents for this question was 48. "Don't know/Not applicable" responses are included but not shown in this figure.

SOURCE: Business Climate Survey for Swedish companies in Poland 2025

THE MARKET

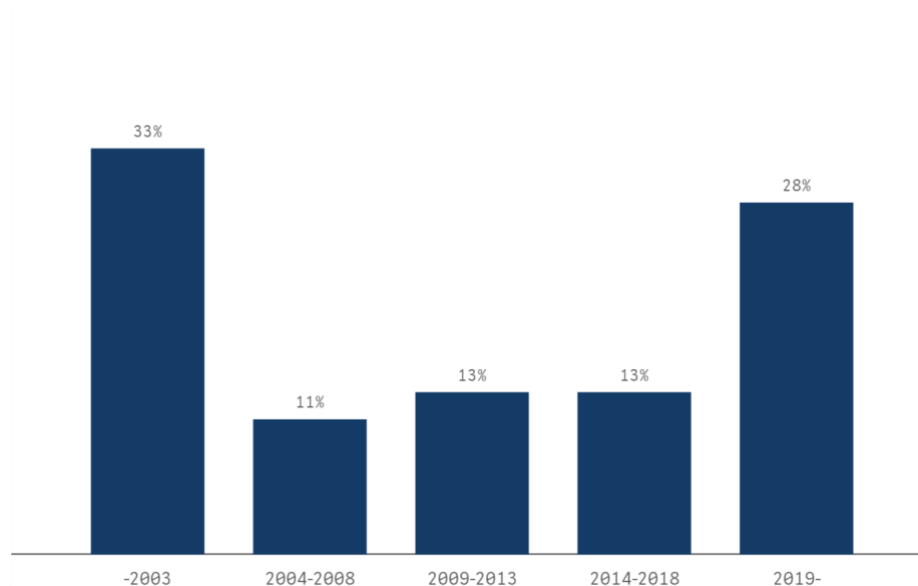
Surveyed companies represent a broad range of industries and market experience but operate mostly through small local teams

This year's survey reflects the varied nature of Swedish business in Poland, with respondents representing over ten different industries. The most common categories include industrial equipment (10 per cent), healthcare and pharmaceuticals (10 per cent), and construction (13 per cent). No single industry dominates the sample – nearly 17 per cent of respondents selected "Other", highlighting the diversity of business activity.

In terms of market experience, the majority of companies are well-established. One-third entered the Polish market before 2003, while another 28 per cent have operated locally since 2019. This mix reflects both long-term commitment and a continued flow of new investment from Swedish firms.

Local teams tend to be small. Two-thirds of respondents reported having fewer than 250 employees in Poland, with only four per cent employing more than 250 people locally. At the global level, however, 46 per cent of participating companies are part of large international groups with over 1,000 employees.

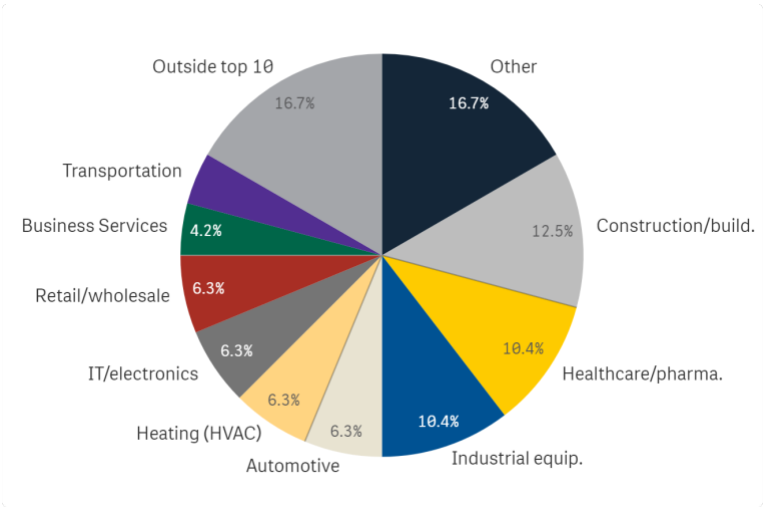
IN WHAT YEAR DID YOUR COMPANY ESTABLISH OPERATIONS IN POLAND?



NOTE: The number of respondents for this question was 48. "Don't know/Not applicable" responses are included but not shown in this figure.

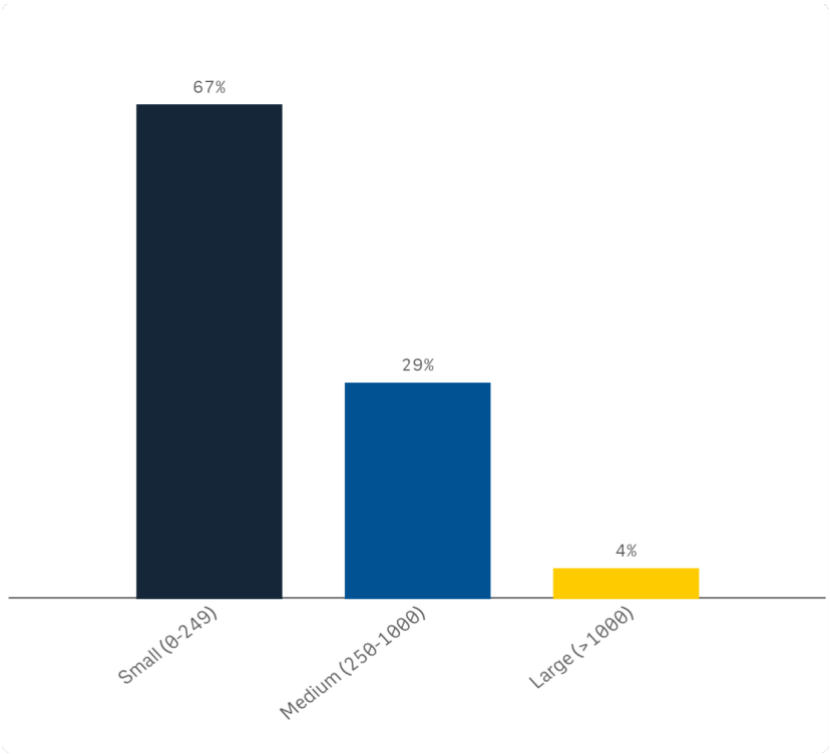
SOURCE: Business Climate Survey for Swedish companies in Poland 2025.

WHAT IS YOUR COMPANY’S MAIN INDUSTRY IN POLAND?



NOTE: The number of respondents for this question was 48. “Don’t know/Not applicable” responses are included but not shown in this figure.
SOURCE: Business Climate Survey for Swedish companies in Poland 2025.

SWEDISH FIRMS’ LOCAL NUMBER OF EMPLOYEES IN POLAND IN 2025



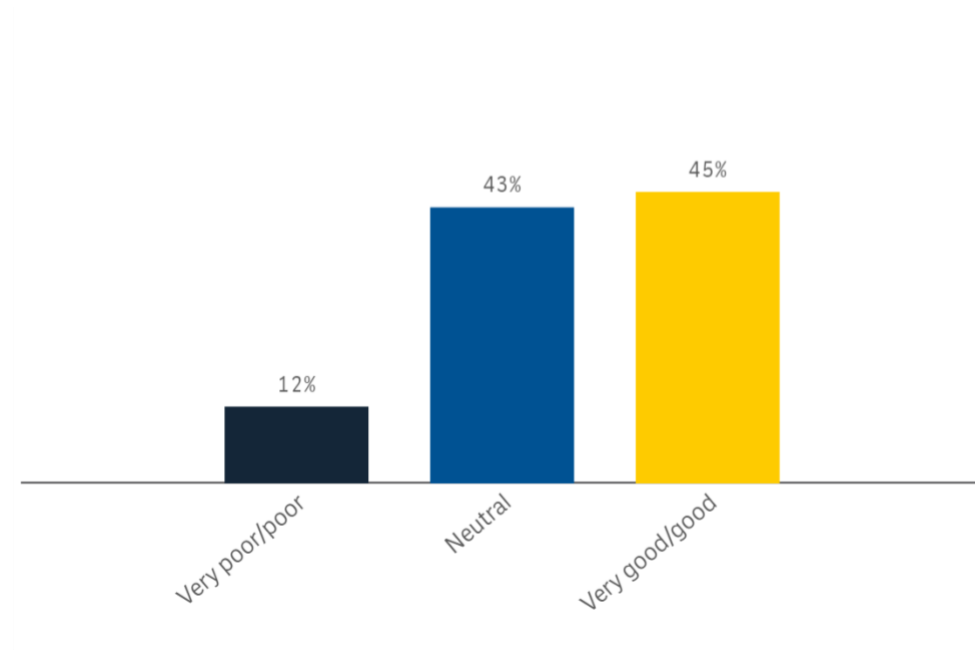
NOTE: The number of respondents for this question was 48. “Don’t know/Not applicable” responses are included but not shown in this figure.
SOURCE: Business Climate Survey for Swedish companies in Poland 2025.

45% of companies view the business climate in Poland positively, while only 12% rate it as poor

This year's results show a cautious but relatively stable view of the business climate in Poland. Forty-five per cent of respondents rated conditions as good or very good, while 43 per cent were neutral. Only 12 per cent expressed a negative view.

Larger companies were the most positive, with 60 per cent rating the climate as good. In contrast, medium-sized firms were more reserved, with three-quarters describing the situation as neutral. Slight differences also appeared across sectors, with consumer-oriented firms more optimistic and professional services reporting the highest share of negative perceptions.

HOW DO YOU PERCEIVE THE CURRENT BUSINESS CLIMATE IN POLAND?



NOTE: The number of respondents for this question was 42. "Don't know/Not applicable" responses are included but not shown in this figure.

SOURCE: Business Climate Survey for Swedish companies in Poland 2025.

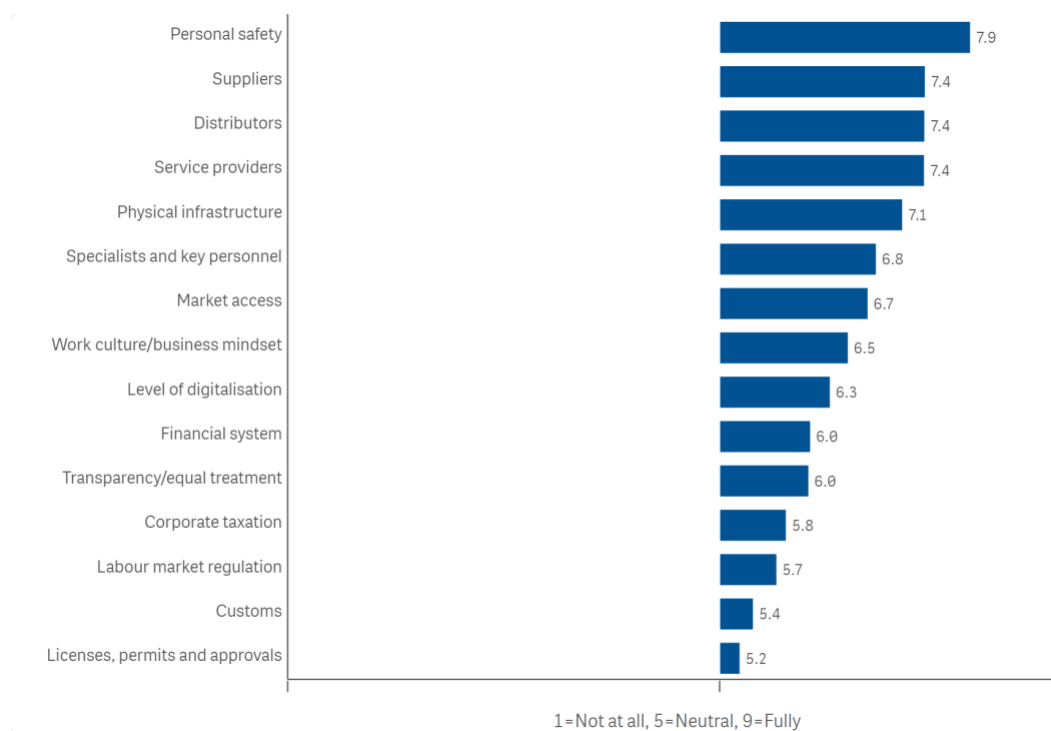
Administrative procedures and aspects of regulatory frameworks continue to limit the ease of doing business for many companies in Poland

The Polish market meets many of the operational needs of Swedish companies, especially in areas related to logistics and partnerships. Respondents gave it high marks for access to suppliers, distributors, and service providers, all scoring above seven out of nine. This reflects the value firms place on functioning local networks and dependable delivery chains. Personal safety also received one of the highest scores in the survey, reinforcing Poland's image as a safe and stable place to operate.

Beyond these strengths, companies were generally satisfied with physical infrastructure and market access, though ratings were slightly lower. Digitalisation scored in the middle of the range, suggesting that while progress is visible, expectations are still not fully met.

Administrative issues remain the weakest point. Labour market regulations, corporate taxation, and especially licensing procedures received the lowest ratings. Licences and permits stood out as the most challenging area, with several companies highlighting this as a continued obstacle to efficient operation.

HOW WELL DO THE FOLLOWING CONDITIONS MEET THE NEEDS OF YOUR COMPANY IN POLAND?



NOTE: The number of respondents for this question was 48.
SOURCE: Business Climate Survey for Swedish companies in Poland 2025.

Regulations remain the most common trade barrier reported by Swedish companies in Poland

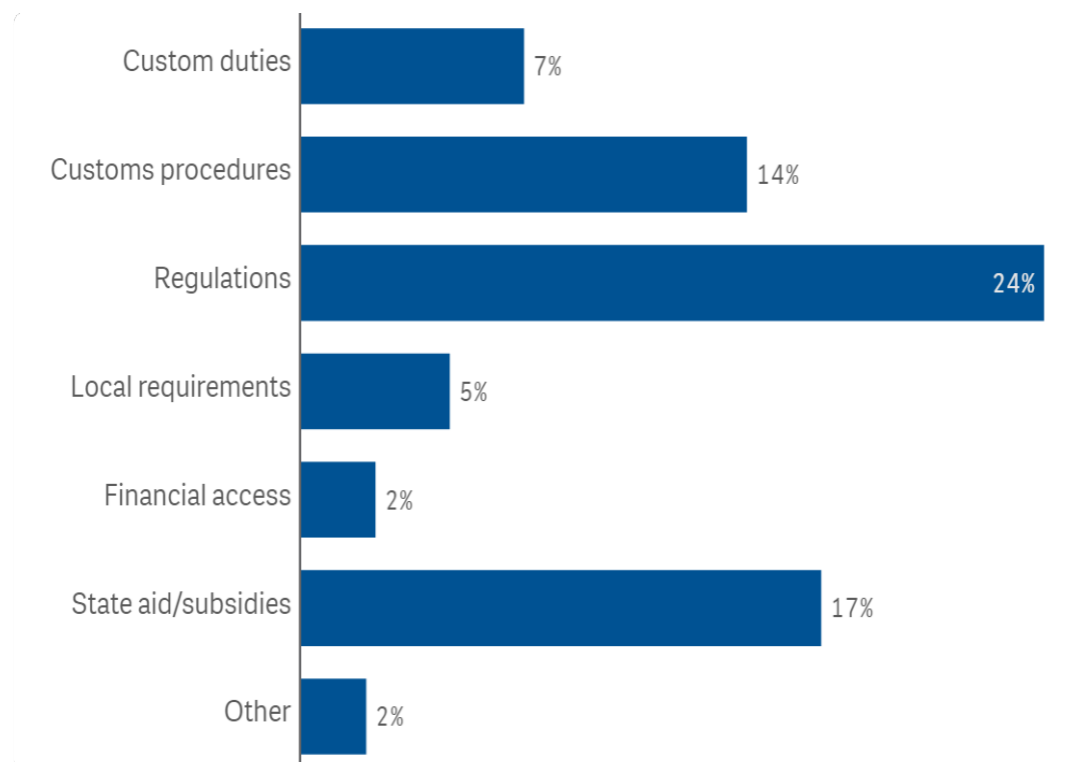
Among the trade barriers reported in this year's survey, regulations stood out as the most common, with 24 per cent of companies indicating they had a negative impact on their operations. In the Polish context, regulatory challenges often stem not from the laws themselves but from how they are interpreted and enforced. Companies frequently face inconsistent procedures between offices or regions, long processing times for permits and unclear expectations in terms of documentation. While Poland is aligned with EU legislation in most areas, the gap between law and practice is something businesses must actively manage.

Customs procedures were also mentioned by 14 per cent of respondents, indicating that for some firms, import or export processes remain time-consuming or unpredictable. Other issues, including customs duties, local content requirements, and access to financing, were noted less frequently but still contribute to the overall picture of regulatory friction.

Although these barriers are not described as prohibitive, they increase complexity and create uncertainty, particularly for companies operating across multiple markets. For many firms, they create extra administrative effort, delays, or compliance costs rather than lost market access.

The results suggest that while Poland offers a relatively open environment for trade, specific regulatory and policy-related issues continue to challenge Swedish firms. These are not limited to any single sector or company type, which underscores the systemic nature of the problem.

HAS YOUR COMPANY IN THE PAST YEAR ENCOUNTERED TRADE BARRIERS IN POLAND WITH A NOTICEABLY NEGATIVE IMPACT ON OPERATIONS, IN ANY OF THE FOLLOWING AREAS?



NOTE: The number of respondents for this question was 48.
SOURCE: Business Climate Survey for Swedish companies in Poland 2025.

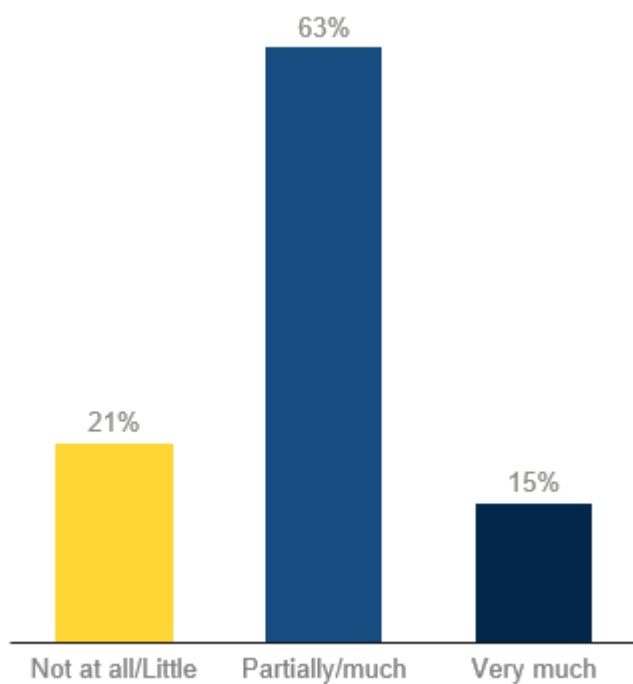
Nearly half of companies face high difficulty in recruiting employees with the right skills in Poland

Finding employees with the right skills is a persistent challenge for Swedish firms operating in Poland. Close to half of the surveyed companies rated the difficulty as high, selecting levels four or five on the five-point scale. Only a few firms reported no significant issues, which confirms that this is not a marginal concern.

While the survey does not explore specific job profiles, the overall result suggests that recruitment challenges affect a broad range of companies. Difficulty in hiring can slow expansion, delay implementation of new initiatives, and increase internal training needs. For some firms, this may also influence investment planning and future growth potential.

Although Poland offers a comparatively large labour force in the region, rising competition for talent and changing skill requirements create ongoing pressure. Ensuring long-term access to qualified people remains a key factor in maintaining competitiveness.

IS FINDING EMPLOYEES WITH THE RIGHT SKILLS SET CHALLENGING IN POLAND?



NOTE: The number of respondents for this question was 48. "Don't know/Not applicable" responses are included but not shown in this figure.

SOURCE: Business Climate Survey for Swedish companies in Poland 2025.

HOW SWEDISH COMPANIES SUCCEED IN POLAND

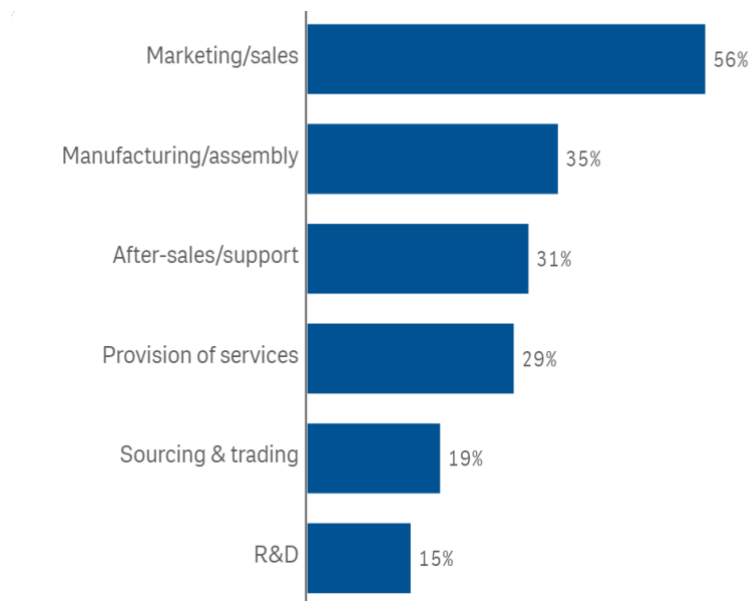
Marketing and sales lead local activity, while only 15 per cent of firms are engaged in R&D

Marketing and sales remain the dominant focus of Swedish firms operating in Poland. More than half of respondents (56 per cent) reported conducting these functions locally, underlining Poland's role as an important customer market. At the same time, 35 per cent of firms have manufacturing or assembly operations, suggesting that Poland also serves as a base for production.

By contrast, only 15 per cent of companies engage in research and development. Sourcing and trading, as well as service provision and after-sales support, fall in the mid-range, each conducted by around one-quarter to one-third of firms.

This distribution indicates that Poland functions as both a sales market and an operations hub of low-to-mid complexity. Swedish firms appear to prioritise client-facing and production-related activities while allocating fewer resources to innovation-driven roles such as design or development.

OPERATIONS OF SWEDISH FIRMS IN THE MARKET



NOTE: The number of respondents for this question was 48. "Don't know/Not applicable" responses are included but not shown in this figure.

SOURCE: Business Climate Survey for Swedish companies in Poland 2025.

Cost efficiency is seen as the key to competitiveness by 50% of firms, followed by partnerships and sales competence

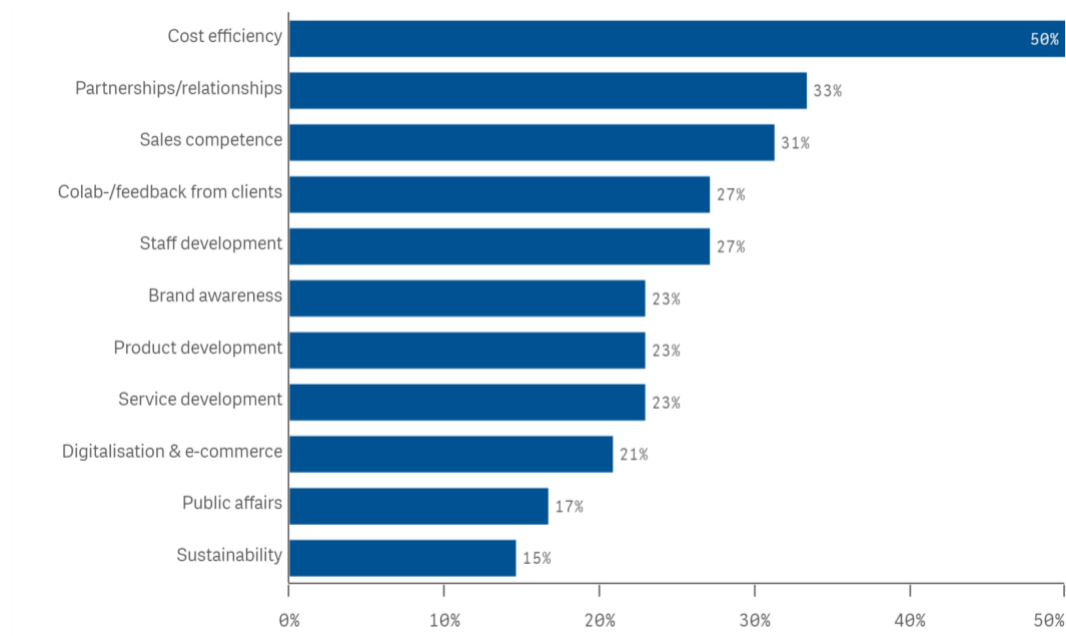
Asked about the most important factors for staying competitive in Poland, 50 per cent of Swedish companies pointed to cost efficiency. This makes it by far the most frequently mentioned success factor, likely reflecting Poland's continued appeal as a lower-cost location for production and operations.

In second and third place were partnerships and relationships (33 per cent) and sales competence (31 per cent). These results highlight the importance of local networks and customer-facing capabilities, especially in a market where building trust and navigating informal structures can be just as important as price.

Other factors such as client feedback, staff development, product and service development, and brand awareness all received similar attention, in the range of 23 to 27 per cent. These elements, while not dominant, suggest that many firms are also looking at longer-term positioning and adaptability.

At the bottom of the list are public affairs (17 per cent) and sustainability (15 per cent). This suggests that – in contrast to some other markets – regulatory engagement and environmental positioning are not currently seen as critical for success in Poland, though this may evolve as EU legislation and stakeholder expectations continue to shift.

TO DATE, WHICH OF THE FOLLOWING AREAS HAVE BEEN IMPORTANT IN MAINTAINING COMPETITIVENESS IN POLAND?



NOTE: The number of respondents for this question was ~48. "Don't know/Not applicable" responses are included but not shown in this figure.

SOURCE: Business Climate Survey for Swedish companies in Poland 2025.

Swedish origin strengthens the business position of most companies in Poland, confirming the value of the brand and ongoing efforts of Team Sweden

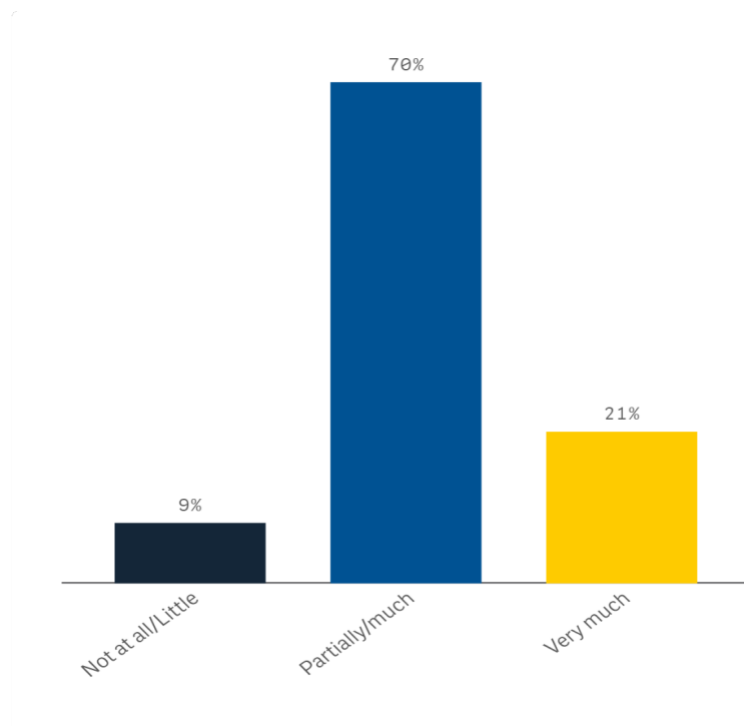
The Swedish brand continues to support Swedish companies in Poland across various sectors. Nearly 70 per cent of respondents said it contributes positively to their business, including 21 per cent who described the impact as very strong. Only nine per cent reported little or no benefit from being associated with Sweden.

The Swedish brand's value is particularly evident among large companies and those with longer market presence, which are more likely to benefit from Sweden's reputation for reliability, quality, and innovation. Consumer-facing firms also see strong advantages, often associating the Swedish identity with superior design, product safety, and environmental values. In contrast, professional services and newer companies report a more limited impact, likely due to lower visibility or fewer chances to highlight their Swedish origin.

In addition to the current perception, companies were also asked whether the brand's position in the market has changed in recent years. Most respondents reported no major shift, but more than a third observed an improvement in how the Swedish brand is perceived in Poland. Only two companies said the perception had become less positive. These results suggest that the image of Sweden remains stable and, for many, continues to gain strength over time.

The positive associations tied to Sweden are not accidental. They reflect long-term, coordinated efforts by Team Sweden in Poland, including the Embassy, Business Sweden, and the Scandinavian-Polish Chamber of Commerce, to position Sweden as a trustworthy and forward-looking business partner. This support plays an important role in strengthening the visibility of Swedish firms and helping them differentiate in a competitive market.

TO WHAT EXTENT WOULD YOU ESTIMATE THAT THE “SWEDISH BRAND” CONTRIBUTES TO YOUR BUSINESS IN POLAND?



NOTE: The number of respondents for this question was 47. "Don't know/Not applicable" responses are included but not shown in this figure.

SOURCE: Business Climate Survey for Swedish companies in Poland 2025.

ACTING SUSTAINABLY

Environmental awareness is still low in Poland, and companies face challenges turning sustainability into a competitive advantage

Swedish companies operating in Poland report limited demand from customers for environmentally responsible products or services. Only four per cent say environmental aspects are strongly considered in purchasing decisions, while nearly half (46 per cent) say they are not considered at all or only very little. The majority, 50 per cent, indicate that sustainability is considered to some extent, but rarely as a primary driver of buying behaviour.

There are also clear differences between sectors. Professional services and industrial firms are the most sceptical: more than 40 per cent of companies in these segments say environmental aspects are barely considered by their customers. In contrast, consumer-facing businesses report higher awareness, with only 20 per cent saying such factors are ignored, suggesting that sustainability may be gaining traction faster in B2C markets.

These results align with broader perceptions expressed in the open-ended responses. Companies frequently note that sustainability is still seen as a secondary concern, with cost, availability, and speed of delivery being the main drivers of customer choices. In particular, firms comment that sustainability rarely provides commercial differentiation and is “not present in the dialogue with clients.”

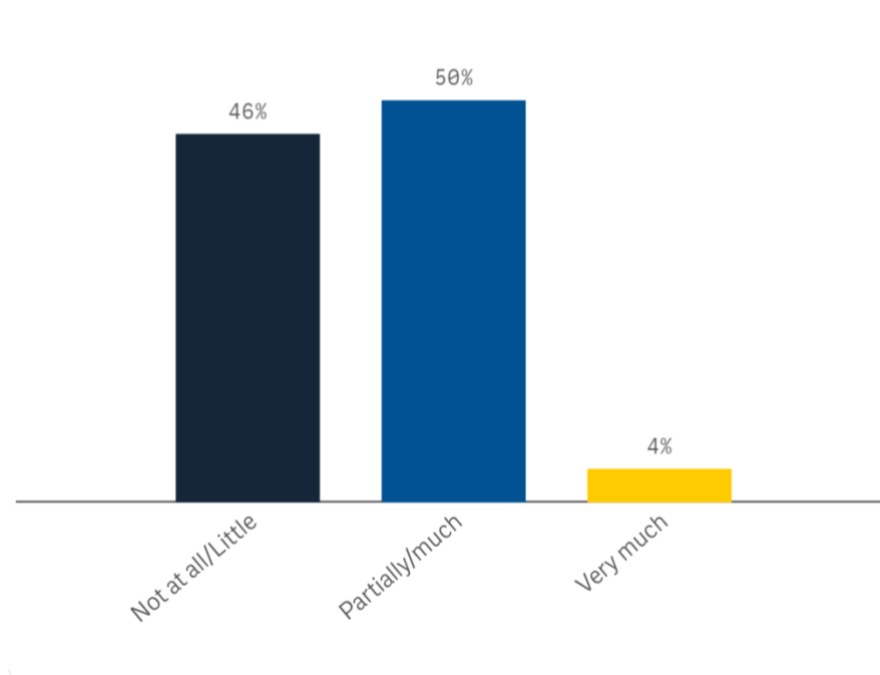
Several respondents also pointed to bureaucratic and legislative challenges. Environmental procedures are often described as inconsistent or unclear, and approval processes for sustainable technologies, such as solar panels or clean infrastructure, are seen as slow and fragmented. As one respondent noted: “the only available green support mechanisms are complex and difficult to access.”

Some companies raised concerns about excessive reporting obligations around sustainability-related topics, suggesting that these requirements can create more administrative burdens than business value in the Polish context.

Despite these challenges, companies recognise that EU-level regulation is likely to accelerate change, and many are preparing internally for stricter expectations in the years ahead. While the local market may not yet reward sustainable practices, Swedish firms continue to develop and offer greener solutions, often driven by corporate policy rather than immediate local demand.

In summary, the Polish market is not yet mature in terms of environmental expectations, either from customers or public frameworks. Companies report progress in awareness, but the gap between ambition and application remains wide, requiring both regulatory reform and cultural shift to close it.

TO WHAT EXTENT DO CUSTOMERS IN POLAND CONSIDER ENVIRONMENTAL ASPECTS OF A PRODUCT OR SERVICE IN THEIR PURCHASING DECISION?



NOTE: The number of respondents for this question was 48. "Don't know/Not applicable" responses are included but not shown in this figure.

SOURCE: Business Climate Survey for Swedish companies in Poland 2025.

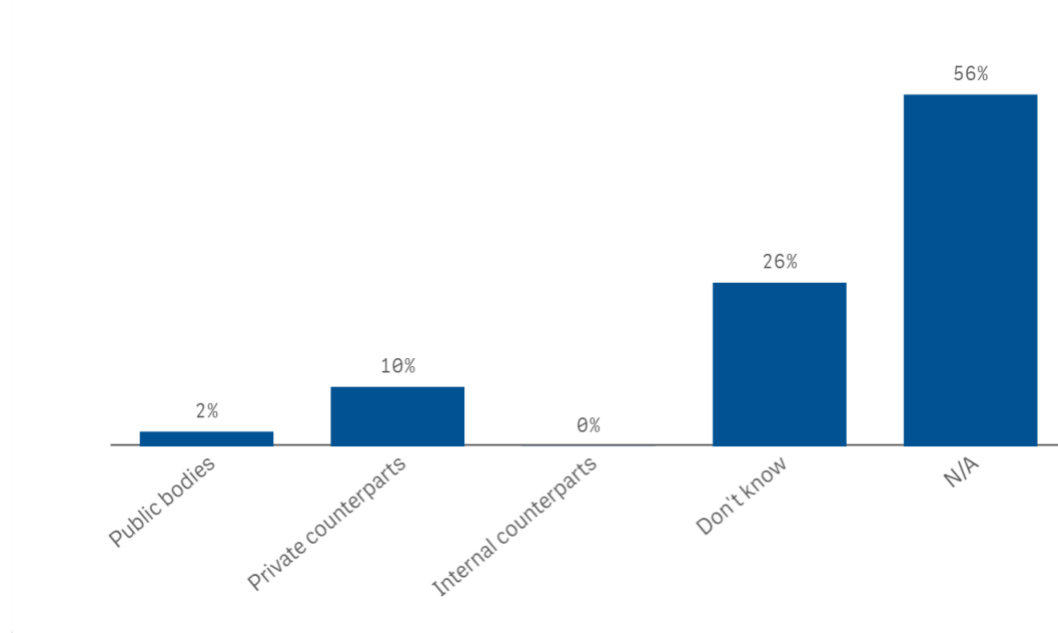
Only 2% of Swedish firms reported corruption risks in contact with public institutions in the past year

Most Swedish companies in Poland do not report exposure to corruption. In the past year, only two per cent experienced any irregularities in contact with public institutions, while 10 per cent noted incidents involving private counterparts. No firm reported issues internally. These results suggest that corruption is not a widespread concern in day-to-day operations, especially in public sector dealings.

While Swedish firms appear to face relatively low levels of risk, especially in comparison to some other markets, it remains important to maintain strong internal compliance structures and transparent procurement routines. This is especially relevant in areas where informal business culture may still influence expectations.

From a broader perspective, international indices confirm this picture. According to Transparency International's Corruption Perceptions Index, Poland ranks 47th globally, well below Sweden but ahead of many regional peers. Public administration is largely professionalised. However, risks remain in areas such as local government, public procurement, and private sector negotiations. These concerns align closely with the limited but noteworthy observations raised by respondents in this year's survey.

HAS YOUR COMPANY IN POLAND BEEN EXPOSED TO CORRUPTIONSUCH AS, BUT NOT LIMITED TO, ATTEMPTS OF BRIBERY OR FRAUD IN CONTACTS WITH ANY OF THE FOLLOWING AREAS?



NOTE: The number of respondents for this question was 48. "Don't know/Not applicable" responses are included but not shown in this figure.

SOURCE: Business Climate Survey for Swedish companies in Poland 2025.

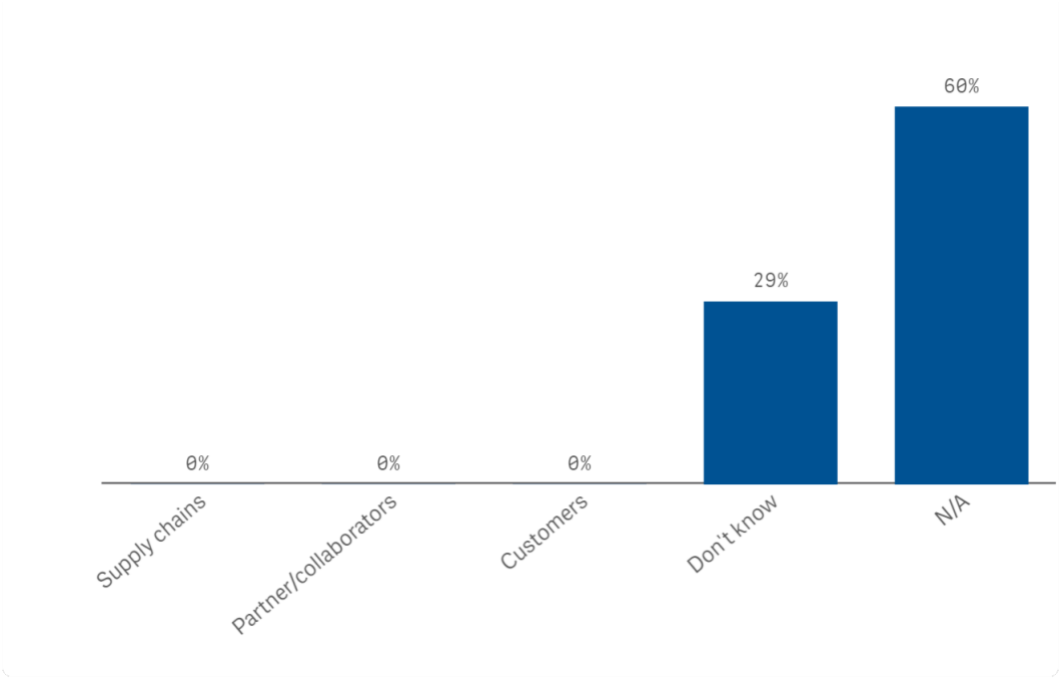
No Swedish companies reported human or labour rights violations in their Polish operations or partnerships

None of the surveyed Swedish companies reported having encountered any form of human rights or labour rights violations in their own operations, supply chains, business partners or customer relationships in Poland. This includes both direct and indirect exposure. Not a single respondent selected any of the specific categories offered in the survey.

At the same time, 29 per cent of respondents selected "don't know," which may reflect either limited insight into outsourced operations or uncertainty about how to assess or classify potential risks. However, the majority (60 per cent) chose "not applicable," indicating that most companies either monitor this area actively or have not encountered any relevant concerns.

These findings suggest that labour rights and human rights are not currently perceived as pressing concerns by Swedish firms in Poland. This aligns with the broader perception of the Polish labour market as relatively regulated and transparent, particularly in formal employment structures. Still, as due diligence regulations at the EU level continue to evolve, companies may need to deepen their monitoring of indirect risk, especially in subcontracting and service chains.

HAS YOUR COMPANY IN POLAND ENCOUNTERED ANY FORM OF HUMAN RIGHTS VIOLATIONS AND/OR LABOUR RIGHTS ABUSE IN CONTACTS WITH ANY OF THE FOLLOWING AREAS?



NOTE: The number of respondents for this question was 48. Don't know/Not applicable" responses are included but not shown in this figure.
SOURCE: Business Climate Survey for Swedish companies in Poland 2025.

CONTACT US

BUSINESS SWEDEN

ul. Bagatela 3, 00-585 Warsaw, Poland

Nikki Brandt, Trade Commissioner: nikki.brandt@business-sweden.se

<https://www.business-sweden.com/>

SCANDINAVIAN-POLISH CHAMBER OF COMMERCE

ul. Marszałkowska 142, 01-061 Warsaw, Poland

spcc@spcc.pl | +48 22 849 74 14

<https://www.spcc.pl/>

EMBASSY OF SWEDEN

ul. Bagatela 3, 00-585 Warsaw, Poland

ambassaden.warszawa@gov.se | + 48 22 640 89 00

<https://www.swedenabroad.se/>

