

# Does a sole proprietorship need a REGON, stamp, regulations?

Igor Kyrczewski · 25.05.2025 · Księgowość – JDG

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## □ Introduction

Many myths have arisen around the formalities of starting a business. In this article, we unequivocally answer: **what is mandatory** and what is **voluntary custom or industry practice**. Below you will find answers for **sole proprietorships (JDG)** and **companies**.

## □ 1. Does JDG have to have REGON?

### □ YES – but you receive it automatically

- **REGON (statistical number)** is assigned to each company upon registration in CEIDG or KRS.
- No separate application is required – this number **is automatically issued by GUS** and does not need to be updated (unless you change the company name, PKD scope, or business form).

□ You can check your REGON number at the following website:

<https://wyszukiwarkaregon.stat.gov.pl>

## □ 2. Does JDG have to have company stamp?

### □ NO – there is no legal obligation

- A stamp **is not required** by CEIDG, ZUS, US, or other offices.
- It is also not mandatory for issuing invoices or managing a business account.

□ Exceptions: some **banks, offices, or collaborating companies** might request it (e.g., when signing contracts, bidding, or leasing) – in such cases, it is advisable to have it for convenience.

#### **In practice:**

- A stamp with the company name, address, NIP, REGON can make life easier, but **is not mandatory**.

### **□ 3. Does JDG or a small business have to have regulations?**

#### **□ It depends - on the number of employees and the type of business:**

□ Mandatory work regulations:

- when you employ **at least 50 employees**,
- and **are not covered by a collective labor agreement**.

△ You can, but are not required to:

- when employing **20-49 people**, if a trade union submits such a request,
- with a smaller number of employees – **regulations can be established voluntarily** (e.g., remote work rules, health and safety, breaks, work time accounting).

□ JDG without employees **does not need to have any regulations** – but can introduce, for example, **a privacy policy, remote work policy, complaint procedure**, etc.

### **□ Legal basis**

- **Act - Entrepreneurs' Law**
- **Labor Code**, art. 104-104<sup>3</sup>
- **GDPR Act** (for privacy policies)
- **GUS regulations concerning REGON registration**

## ⌚ **Summary**

Does JDG have to have REGON? -  Yes, but assigned automatically

Does JDG have to have a stamp? -  No

Does JDG have to have work regulations? -  No, if not employing 50+ people

Does JDG have to have a GDPR policy? -  Only when processing customer data