

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

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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 a 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. 104-104³
- **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