



SUSTAINABLE DEVELOPMENT POLICY

Concerning the sustainable development is the significant value in our business activity. We are convinced that the sustainable development policy principles implementation enhances our reliability. While implementing the economic aims, we always consider the natural environment, respect for fundamental human rights, human health and the development of future generations.

We undertake the following steps to uphold the confidence we were entrusted and to provide the sustainable development:

- Providing the cost optimized and environmentally friendly products and services keeping the quality required by our current and future customers
- Creating long-lasting partnership with the customers and other business partners
- Complying high ethical standards and business honesty
- Reducing the impact of conducted business activity on the natural environment
- Providing the ergonomomy of the working conditions
- Providing equality by employment
- Supporting the company personnel's development
- Concerning for the local community



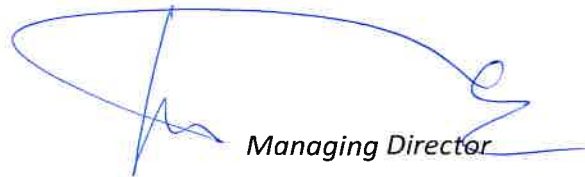
We achieve the aims by:

- Meeting all the requirements of the relevant legal provisions
- Creating trust- based long-lasting relationship with the customers, shareholders, suppliers and employees
- Concerning the environment and human health welfare by decision – making process for potential products, implementing of new technological processes and the services provided
- Improving the technological processes by investing in modern technologies to increase the process quality , safety of the employees and reduce the negative impact on the environment
- Defining the quality standards in all processes with respect to environment protecting aspects and considering all the risks
- Non-waste facilities usage, together with contaminants emission reduce
- Reducing of the amounts of waste generated , re-use and recycling, digitalization and segregation of waste
- Increasing the environmental awareness of our employees, suppliers, and subcontractors in terms of safety at work and environmental protection
- Supporting and respecting the human rights, not discriminating against the employees regardless of their sex, age, nationality, disability or religion
- Providing healthy and safe working conditions in the company
- Providing equal opportunities for employees in the process of professional development, promotions and salaries
- Supporting the constant improvement of personnel's qualifications, so that their activities regarding the quality improvement, environmental protection and health and safety working conditions were aware and responsible and at the same time lead to increase the universality of the staff
- Reporting to and consulting with employees on issues affecting their safety and health in the workplace



- Supporting the local community by participating in charity events and donating sport, science and culture events
- Increasing the common awareness in the society on sustainable development
- Applying environment protection criteria while making decisions about establishing cooperation with customers and business partners
- Continuous improvement of the implemented Integrated Management System based on ISO 9001 ; ISO14001; ISO 45001 standards

SUSTAINABLE DEVELOPMENT POLICY IS PUBLIC AND GENERALLY AVAILABLE



Managing Director

Węgrów, 28.04.2021r.