

Integrated Management System Policy

Objectives of the Integrated Management System:

- Strengthening and maintaining the company's competitive position on the market.
- Gaining lasting customer trust.
- Improving the quality of provided services to ensure customer satisfaction.
- Striving to shorten order fulfillment times while reducing costs.
- Gaining an advantage over competitors in terms of service quality, order completion time, and price.
- Conducting business in an environmentally friendly manner, ensuring compliance with customer expectations, legal requirements, and standards.
- Preventing pollution and reducing negative environmental impact.
- Preventing workplace accidents, potentially hazardous incidents, and occupational diseases, and improving occupational health and safety conditions.
- Ensuring hygienic working conditions to prevent injuries and health problems.

The above objectives are achieved through:

- Continuous training of management and employees to improve professional qualifications.
- Increasing responsibility at every workstation.
- Careful selection of suppliers of products and services.
- Ensuring proper cooperation and continuous improvement of processes throughout the system.
- Use of modern and environmentally friendly technologies and equipment.
- Monitoring the company's environmental impact and evaluating it.
- Systematic analysis of legal regulations concerning quality, safety, and environmental protection and applying them in daily operations.
- Monitoring workstations to improve occupational health and safety conditions.
- Preventing workplace accidents and occupational diseases.
- Reducing occupational risk levels.
- Preventing environmental pollution.
- Reducing hazards and limiting risks, including OHS-related risks.
- Commitment to environmental protection and health protection of interested parties.
- Rational waste management and supervision of emissions and wastewater.
- Employee consultation and cooperation.
- Maintaining and continuously improving the Integrated Management System.

The company management declares the provision of resources necessary to achieve the stated objectives and obliges all employees to comply with this Integrated Management System Policy.

Ethical and Social Responsibility Principles:

- Respect for human rights, equal pay for equal work regardless of gender, nationality, or origin.
- Fair calculation and payment of wages and overtime, the right to rest and social security.
- Recruitment based on experience and competence without discrimination.
- Building a work environment based on honesty, mutual respect, and fairness.
- Timely payment of wages and rewarding employees demonstrating exceptional commitment.
- Openness to new business relationships while maintaining long-term customer relations.
- Providing warranty and post-warranty service at times convenient for customers.
- Expecting suppliers to respect human rights and include risk awareness in contracts and orders.
- Planning sales and orders to avoid excessive pressure on suppliers.
- Supporting sustainable career development and promotion.
- Transparent and understandable company policies towards employees, society, and the natural environment.
- Manufacturing products in compliance with safety standards.
- Employee training and raising environmental awareness among employees, suppliers, customers,

and the local community.

- Compliance with applicable laws and standards of conduct.

Support for the 10 Principles of the United Nations Global Compact:

1. Support and respect the protection of internationally proclaimed human rights.
2. Ensure that the company is not complicit in human rights abuses.
3. Uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Eliminate all forms of forced and compulsory labor.
5. Abolish child labor.
6. Eliminate discrimination in employment and occupation.
7. Support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.
10. Work against corruption in all its forms, including extortion and bribery.

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