



## Sustainable Development Policy

### Zakład Metalurgiczny "WSK Rzeszów" Sp. z o. o

The climate crisis and other environmental problems pose both to Zakład Metalurgiczny "WSK Rzeszów" Sp. z o. o. and all society the enormous challenges. Therefore, the issues of sustainable development aimed at maintaining a balance between business, social and ecological aspects are an extremely important element of our strategy of operation. These activities focus on three basic pillars, which are people, the environment and business ethics. Our continuous strengthening of the market position is also carried out by continuous improvement of the implemented Integrated Management System in accordance with the requirements of the standards: ATF 16949, ISO 9001 and ISO 14001.

#### PEOPLE

The social aspect is especially important for us. We make every effort to ensure that our employees, partners and clients are treated with due respect and human rights. We follow the principles of equal treatment and non-discrimination of employees, we apply transparent principles of motivating and promoting and remuneration. We provide a wide range of training for all employees of the company. Expanding the knowledge of employees in the field of occupational health and safety is the basis of our approach to preventing accidents at work, raising the standards of work safety, fire protection and the safety of machinery. We improve methods of recognizing threats and protecting against them, as well as preventing work-related injuries and fires and emergency events. We implement ergonomic solutions that reduce the nuisance at workplaces and occupational risks. We care for the health of employees, as well as for friendly working conditions, in line with the principles of professional ethics. We provide employees with appropriate personal protective equipment and a wide range of social benefits. We strive to develop attitudes that increase the crew's commitment to meet the expectations of interested parties while at the same time expanding pro-ecological awareness.

#### ENVIRONMENT

Our goal is to minimize the negative impact of the company's operations on the natural environment. We adhere to all provisions of legal standards, we apply solutions to prevent environmental pollution, aimed at optimizing the consumption of natural resources, including energy, and reducing CO<sub>2</sub> emissions. The environmental aspect is taken into account in the entire production cycle, from the purchasing process to the realization of deliveries. We constantly improve our production processes to be as environmentally friendly as possible. We systematically analyze and evaluate environmental indicators, including a significant energy consumption indicator. We undertake a number of pro-ecological activities, such as rational waste management based on segregation, avoiding chemicals and reducing emissions.

#### ETHICS BUSINESS

The set of basic values and management methods that we follow in the course of running a business under the applicable legal provisions is the Code of Ethics introduced in the company.

We declare to provide our customers with products and services of the highest quality, while striving to achieve the maximum possible eco-neutrality, energy efficiency and high safety standards. We follow the principle of corporate social responsibility, which means that when implementing our business strategy, we take into account the environmental conditions, including sustainable and responsible use of resources. The raw materials used in the company's production processes are verified in terms of their source of origin and quality. We work with contractors and suppliers who have the competences indicated by the company and meet certain standards regarding quality, environmental protection, health and safety, fire protection, business ethics and respect for human rights.

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