

## ENVIRONMENTAL PROTECTION POLICY

ConverterTec OEM (Convertertec Poland Sp. z o.o.) is committed to reducing its negative environmental impact, as evidenced by the optimal conduct of its operations and the continuous improvement of its activities to reduce CO2 emissions. Every employee is responsible for adhering to this Policy, particularly by following the standards regarding energy and water consumption, and waste generation.

Our Environmental Protection program is based on the following principles:

### Compliance with the law.

- We conduct our current business activities and new ventures in accordance with applicable legal requirements. Where necessary, we establish higher standards and regulations that may affect the environment.

### Emissions to the atmosphere.

- We establish requirements and goals related to energy management. The benefits of optimizing energy efficiency include:
  - reducing greenhouse gas emissions and other environmental impacts associated with energy consumption,
  - reducing operational energy costs.

### Water.

- We monitor water consumption to ensure compliance with all legal requirements and to minimize the impact of water emissions on the community and the environment in which the plant operates.

### Solid Waste.

- Waste management includes goals for minimization and reduction of waste generation, thereby minimizing the footprint left by our plant on the planet.

### Chemicals.

- We establish internal procedures for the proper handling of chemicals to meet both internal requirements and applicable legal requirements.

### Work Environment.

- We identify environmental aspects, assess hazards, and the actual and potential environmental impacts associated with our operational activities. We define methods to eliminate and/or control these hazards.
- We provide a safe and healthy work environment for our employees, as well as for external partners working on our behalf.

**Collaboration with Suppliers.**

- We collaborate with suppliers and contractors to achieve goals related to reducing our environmental impact. We prioritize cooperation with our suppliers and encourage them to set goals and implement environmental protection programs.

**Climate policy.**

- The challenges related to preventing negative climate change oblige us to set climate goals along with indicating the mechanisms for their implementation. The impact of climate change on the activities of individual business segments is defined by establishing emission reduction indicators in Scope 1, Scope 2, Scope 3.

*Managing Director/ President of the Board*

*Renata Dębecka - Pisarek*

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