

SUSTAINABILITY POLICY

Purpose and scope.

The purpose is to define short-term and long-term goals and methods conducting the sustainable development (Sustainability) by ConverterTec OEM (ConverterTec Poland Sp. z o.o.).

Description.

This policy is an integrated part of the company's management system and it is developed according to the principles included in the Mission and Vision Statements as well as rules existing in ConverterTec OEM (ConverterTec Poland Sp. z o.o.). Sustainable development means conducting responsible business with particular emphasis on its impact on:

- well-being of future generations
- natural environment
- workplace safety
- ensuring workers' rights

To ensure the continuous pursuit of sustainable operation, ConverterTec focuses on three main areas.

Main areas:

- **Safety** – ensuring a safe working environment through continuous risk management as well as monitoring and reporting potentially accidental behaviour, optimizing workstations and improving work comfort.
- **Environment** - an active approach to counteract climate change by monitoring and taking actions leading to the reduction of CO2 emissions, waste, optimization of water and electricity consumption.
- **People** - ensuring a friendly working environment free of mobbing activities and behaviours and any discrimination, fully using human potential while respecting the balance between professional development and private life.

In each area, the company complies with applicable laws, while striving to exceed standards.

Managing Director/ President of the Board

Renata Dębecka - Pisarek