

CORPORATE SOCIAL RESPONSIBILITY POLICY AT POLIMER GRZEGORZ GRZESIK

Corporate social responsibility means for us doing business sustainably, considering the impact of our decisions on all interested parties – our clients, employees, business partners, the local community, our surroundings, and the natural environment as a whole.

By following our Corporate Social Responsibility Policy, we put each of our decisions in the social, ethical and environmental contexts. This is integral to managing our activities, forming our long-term commitment and an investment in future growth.

Our **Corporate Social Responsibility Policy** is made up of 5 strategic pillars:

- Customer care
- Employees
- Supply chain sustainability
- Community involvement
- Environmental activities



Customer care

- Tailored approach and optimal solutions for every client
- Work and service quality which fully meets the applicable standards and client requirements
- Constant verification and updating of our database of reliable suppliers
- Cooperation with interested parties based on transparent rules to freely incorporate innovations into our future activities, with a constant focus on corporate social responsibility

Polimer learns about the expectations of its business partners on an ongoing basis, as we regularly conduct customer and employee satisfaction studies and the opinions of the interested parties are taken into account in setting our customer service standards.

We constantly work on new solutions to improve the standards of our products and services, and, consequently, customer satisfaction.

Employees

The most valuable capital of any company are its people, and Polimer cares about its Employees by creating a good work environment which fosters their individual needs and abilities. This strategic approach to creating a friendly work environment results in improving our employees' satisfaction and engagement by:

- Ensuring a strong workplace culture and work safety
- Offering a clear and transparent career path

- Providing programmes improving employee qualifications (courses, training sessions, projects)
- Granting access to an extra medical benefits package
- Complying with the labour law and human rights standards
- Ensuring equal opportunities for all employees (gender equality, employing and fostering the development of 45+ people and people with disabilities)

Supply chain sustainability

Polimer engages in cooperation with socially and environmentally responsible suppliers and fosters the natural environment while working to improve its market position. This involves investing in relationships with suppliers:

- Promoting CSR principles among suppliers
- Conducting training sessions and qualification workshops, and exercising supervision over suppliers
- Setting specific requirements for suppliers
- Cooperating with reliable and trustworthy businesses
- Conducting audits on suppliers' premises

Polimer sees itself as an integral part of the environment in which it operates. We are working to effect positive change and are active in the fields where our know-how and long-standing professional and business experience can prove the most useful.

Community involvement

Polimer eagerly engages in cooperation with local communities and takes opportunities to contribute to regional development. This involves investing in human resources and local relationships, such as:

- Running and participating in projects ensuring a better career start for graduates of Kraków's universities: cooperating with, among others, the Faculty of Mechanical Engineering and the Faculty of Environmental and Power Engineering of the Cracow University of Technology.
- Conducting specialised workshops run by our employees to prepare students for the realities of the labour market by giving them an insight into our activities and market segment;
- Developing and improving the competencies of 45+ employees.

Environmental activities

Polimer puts a lot of emphasis on environmental protection in the context of its activities. We adopt many initiatives aimed at reducing adverse impact on the natural environment by means of:

- Adopting an Environmental Policy under the Environmental Management System certified for compliance with the ISO 14001 standard;
- Applying OHS rules under the Occupational Health And Safety Management System implemented and certified for compliance with the ISO 45001 standard;
- Building environmental awareness among employees
- Purchasing environmentally-friendly materials and resources
- Managing materials responsibly
- Reducing utility consumption
- Separating waste and running sensible waste management
- Ensuring the safe application of chemical substances and products
- Taking up environmental initiatives



Managing Director
Grzegorz Grzesik