

Sustainable Development Policy

1. Introduction

The Management Board of SUPRAVIS S.A. undertakes to pursue business activity according to the sustainable development principles, taking into account its responsibility towards environment, society and pursuant to the highest standards of corporative order. We carefully monitor, evaluate and communicate regulatory changes so that they can be mirrored in our strategies. Moreover, SUPRAVIS S.A. supports and observes the Ten Principles of UN Global Compact, which form the foundation of our policy and operational actions.

2. Goals of Sustainable Development Policy

Protection of human rights

SUPRAVIS S.A. undertakes to observe and promote human rights on all levels of its activity. Our company does not tolerate any form of discrimination, forced and compulsory labour, or child labour. We strive at creation of work environment where are employees are treated with dignity and respect.

Ensuring decent conditions of work

We strive at ensuring decent conditions of work, pursuant to international standards. Our actions concentrate on ensuring safe and healthy work environment, supporting professional development of our employees and promoting equal wages and chances for promotion.

Environmental protection

SUPRAVIS S.A. aims at minimisation of negative environmental impact through responsible management of resources, limitation of emission, recycling, eco - designing and responsible waste management. Our actions follow the principle of precautionary approach to environmental challenges.

Corporate order and anti-corruption

The company undertakes to act in a transparent and legal way, abiding by the highest standards of business ethics. SUPRAVIS S.A. firmly opposes any form of corruption and promotes honest business practices in the entire chain of supply.

3. Principles of Sustainable Development Policy

Human rights

- Supporting and observing international human rights protection in the scope of operation of the company.
- Making sure that the company does not participate in breach of human rights.

Our recruitment processes, work conditions and relationships with stakeholders conform to these rules.

Work standards:

- Supporting freedom of association and the effective recognition of the right to collective bargaining.
- The elimination of any forms of forced and compulsory labour.
- The abolition of use of child labour.
- Counteracting discrimination in respect of employment and occupation.

The employees of SUPRAVIS S.A. are recruited, employed, promoted, trained and dismissed irrespective of their race, skin colour, religion and confession, national or ethnic origin, sexual orientation, age, civil status, status of a foreigner or a citizen, employment status, kind of employment contract, or any other feature or status protected by the governing legal provisions, regulations or principles. It also includes other persons with whom we cooperate on the basis of concluded civil-law agreements and the self-employed persons.

Environmental protection:

- Precautionary approach to environmental challenges.

We are obliged to observe the top standards of environmental protection in our production processes. We monitor our environmental impact.

- Initiating actions aimed at promotion of the approach of environmental responsibility.

We promote ecological awareness among our employees and collaborators, limit the quantity of waste through re-use and recycling, as well as purchase of products and materials subjected to recycling, fit for recycling or refurbished, if such alternatives are available; we also promote the use of electronic documents in order to limit circulation of paper documents.

- Application and promotion of development and diffusion of environmentally friendly technologies.

SUPRAVIS S.A. meets the regulatory requirements and other requirements, that are applicable to operation and products.

Anti-corruption:

- Counteracting corruption in all of its forms, including extortion and bribery.

SUPRAVIS S.A. pursues activity in conformity with the rules of fair competition and transparency.

We do not give any undue advantages to our contracting parties, and we forbid our employees and collaborators to accept any such advantages.

Reporting breaches:

Our organisation recognises the key role of whistle-blowers in ensuring conformity with the principles of sustainable development, ethics and law. We oblige to create safe and open environment in which employees and other persons may raise concerns on potential breaches without fear of retaliatory action.

Implementation of effective policy of protection of whistle-blowers is of key importance to building of the culture of trust and transparency in SUPRAVIS S.A., as well as realisation of the goals of sustainable development.

4. Commitment of stakeholders

In SUPRAVIS S.A. we actively cooperate with our stakeholders to support common goals of sustainable development. Our policy assumes transparency and open dialogue with employees, clients, suppliers, local communities and investors. Together we strive at creation of long-term value that brings benefits to all parties.

5. Summary

SUPRAVIS S.A. undertakes to implement sustainable development policy in a way that promotes the protection of human rights, ensures decent conditions of work, protects environment and counteracts corruption.

Our policy is the key element of strategy of the company, whose goal is building of long-term value and positive impact on our surroundings.


President
of the Management Board
Michal Thomas


Chief Financial Officer
Mariusz Igielski