

Addit Sp. z o.o is the international contract manufacturer and key supplier of sheet metal parts, systems, modules, devices and complete machines. Our mission is to strengthen our position in the market by developing a sustainable business that meets today's needs without compromising the ability of future generations to meet their own needs. Environmental protection and sustainability are key elements of our commercial policies and strategies. We manage our processes in such a way as to ensure respect for and protection of the environment, optimal use of natural resources and raw materials.

Our ambition in terms of sustainability is to aim to ensure the environmental neutrality of our business activities and to function as a responsible business partner in the context of sustainable production.

We have identified strategic areas in our operations that require constant observation and action:

- Providing environmentally friendly products and services of a quality that meets the needs of our current and future customers,
- Building lasting relationships with contractors and other partners,
- Adhering to high ethical standards and business integrity,
- Reducing the harmful impact on the environment in connection with our activities,
- Providing ergonomic working conditions for our employees,
- Equal opportunities in employment,
- Developing employees,
- Caring for the local community.

To support the implementation of the above areas in conjunction with the Sustainability Policy, we have created and apply:

- Quality Policy
- Occupational Health and Safety Policy
- Environmental Policy
- Purchasing Policy
- Code of Conduct
- Business Partner Code of Conduct

We have also implemented an Integrated Management System based on the ISO 9001, ISO 14001, ISO 45001 standards.

In order to achieve the objectives we have set ourselves, we are implementing the following measures:

- We have implemented, apply and maintain an Environmental Management System in accordance with EN ISO 9001, 14001, 45001,
- We comply with all the requirements of relevant legislation in our operations,
- We build lasting relationships based on trust and honesty with Employees, Customers, Suppliers, Shareholders,
- We are guided by concern for the environment and care for human health at every stage of product manufacture,
- We improve technological processes and invest in modern technologies with the aim of improving quality, safety of employees and reducing harmful effects on the environment,
- We study the significant impacts of our activities on people and the environment,
- We use media rationally, without wasting them, while limiting emissions of pollutants to the environment,
- We minimize the amount of waste produced, promote its reuse, recycling, digitalize administrative processes and carry out selective waste management,

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- We raise awareness among employees, suppliers and subcontractors on occupational safety and environmental protection,
- We promote respect for human rights and non-discrimination of employees regardless of gender, age, nationality, disability or religion,
- We provide healthy and safe working conditions,
- We provide equal opportunities for employees in the process of career development, promotion and remuneration,
- We ensure the continuous upgrading of employees' skills so that their actions regarding quality, environmental protection and health and safety at work are conscious and responsible and, at the same time, lead to a more versatile workforce,
- We communicate and consult with employees on issues affecting their safety and health on company premises
- We support local communities through participation in charity events, sponsorship of sports, science and cultural activities,
- We take action to raise public awareness of sustainable development,
- We apply environmental criteria when deciding on cooperation with contractors and other partners,
- We carry out continuous improvement of the implemented Integrated Management System based on the standards ISO 9001; ISO14001; ISO 45001.

All persons working for and on behalf of Addit Sp. z o.o are obliged to implement the Sustainability Policy.

The review of the policy, verification against legal requirements, industry standards, implementation and the continuous improvement process is the responsibility of the TQM Manager , who reports on an annual basis to the Board overseeing the implementation of this Policy.

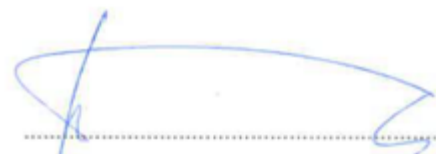
The Board provides adequate resources and means to implement and maintain the Sustainability Policy and takes an active part in the achievement of the set targets.

The Policy is reviewed at least every 5 years or more frequently when the company's organizational structure changes, when laws and industry standards change.

This policy is freely available to all interested parties inside and outside the company via www.addit.pl.



Manager Total Quality Management



Managing Director Addit Sp. z o.o

Marcin Dominik

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