

SUSTAINABLE DEVELOPMENT POLICY

The concern for sustainable development is a major value in our activities. We are convinced that implementing the principles of the Sustainable Development Policy will additionally increase our credibility. While realising our economic goals, we will always remember the principle that our economic development is accompanied by an honest concern for the natural environment, respect for basic human rights, human health and the development of future generations.

WE IMPLEMENT OUR SUSTAINABLE DEVELOPMENT POLICY

BY, AMONG OTHER THINGS:

Environmental policy

TO MAINTAIN AND DEEPEN THE SATISFACTION AND TRUST WE HAVE ATTAINED, AND TO ENSURE SUSTAINABLE DEVELOPMENT, OUR COMPANY ACCEPTS THE FOLLOWING OBLIGATIONS:

- to provide environmentally friendly products and services, whose quality meets the needs of our present and future customers, at optimal costs,
- to reduce the harmful influence of our activities on the environment.

WE FULFIL OUR OBLIGATIONS BY:

- meeting all the requirements of the relevant legislation while conducting our business,
- using care for the environment as a guide in decisions concerning proposed products, technological processes being introduced, services and business collaboration,
- perfecting technological processes and modernising machinery and installations aimed at improving quality and reducing harmful influence on the environment,
- rational use of fuel, power, etc,
- analysing the potential effects of pollution and preventing this from happening (sewage, waste),
- raising the environmental awareness of the employees whose work has an effect on the environment,
- constant improvement in the Integrated Quality and Environmental Management System (based on the ISO 9001 and ISO14001 norms) which has been introduced.

Social and Economic Policy

AIMS:

- Equal opportunities in employment
- Implementing safe and healthy working conditions
- Lasting relationships with contractors and other partners
- Raising the qualifications of employees

WE ACHIEVE THE ABOVE AIMS BY:

- Building lasting relations with Customers, Shareholders, Employees and Suppliers based on trust and honesty,
- Ensuring safe and healthy working conditions in the Company,
- Constantly raising the qualifications of employees, so that their actions which affect quality, environmental protection and workplace health and safety are conscious and responsible,
- Ensuring equal opportunities for employees in the fields of professional development, promotions and salaries,
- Supporting and respecting human rights,
- Taking steps aimed at increasing society's knowledge of sustainable development,
- Applying environmental criteria when deciding whether to begin collaboration with contractors and other partners.

THE SUSTAINABLE DEVELOPMENT POLICY IS OPEN IN NATURE, AND IS PUBLICLY AVAILABLE.

Managing Director

Węgrów, June 2007