

INTEGRATED POLICY OF SUSTAINABLE DEVELOPMENT

Woodeco sp. z o.o., Woodeco Grajewo sp. z o.o., Woodeco MDF sp. z o.o., Woodeco Wieruszów sp. z o.o., Woodeco TSL sp. z o.o. are committed to operating in a sustainable, responsible and ethical manner. The goal of our policy of sustainable development is to ensure a balance between economic efficiency, social responsibility and environmental concerns.

Our decisions and actions today will determine what the world will look like and what reality the next generation will find. Guided by our principles and values, we establish:

1. Sustainable development goals:

Environmental protection:

- Minimise greenhouse gas emissions by investing in environmentally friendly technologies and optimising production and logistics processes,
- Minimise consumption of natural resources through rational use of raw materials and energy,
- Reduce factors or substances in the value chain affecting water pollution, aquatic ecosystems and reduction of biodiversity,
- Promote sustainable practices throughout the supply chain by working with partners,
- Implement solutions to increase energy efficiency and promote renewable energy sources,
- Protect biodiversity and ecosystems.

Social responsibility:

- Ensure safe and sanitary working conditions,
- Promote equality and diversity,
- Ensure equal opportunities and non-discrimination in access to education, training, employment and professional development opportunities,
- Support local communities by initiating charitable activities, educational programs and employee volunteerism,
- Take measures to improve the living conditions of the communities where we do business.

Effective management:

- Continuously improve environmental, social and risk management processes in accordance with best practices, standards and regulations,
- Openly communicate with stakeholders and promote dialogue and cooperation with local authorities and residents to address their expectations and concerns,
- Monitor, on an on-going basis, the progress toward goals and the effectiveness of implemented policies and take corrective action as needed,
- Ensure transparency of operations through regular reporting of financial and non-financial results in accordance with CSR requirements and ESRS standards.

2. Sustainable Development directions:

- Maintain and improve systems: Environmental and energy management system in accordance with ISO 14001 and ISO 50001, and an occupational safety system in accordance with ISO 45001 as well as improving social factors in accordance with CSR requirements and ESRS standards,
- Regular employee training on sustainable development, workplace safety and business ethics,
- Maintain and improve the Compliance system to ensure compliance with laws, internal acts, code of ethics and best practices,
- Examine the impact of our activities on the environment and the community and take corrective action in case of negative impacts,
- Continuously strive to implement raw material purchases from suppliers that can demonstrate that they do not contribute to biodiversity and ecosystem damage and ensure compliance with social factors,
- Set targets and regularly monitor key environmental, social and management indicators as well as significant impacts, risks and opportunities,
- Support social initiatives and NGOs working to protect the environment and support local communities,
- Introduce water recycling systems in production processes,
- Support investments to protect and effectively manage water resources, including investments in wastewater treatment plants, water management or water-saving technologies,
- Take into account the need to protect biodiversity and ecosystems in investment processes and ongoing operations.

This policy is an integral part of our business strategy and we are committed to its continuous improvement and implementation in all areas of our business.

Wrocław, 2.09.2024



President of the Management Board
Grzegorz Kulesza