

Corporate Social Responsibility (CSR) Policy

In today's dynamic business environment, where relationships with stakeholders, impact on society and the environment are equally crucial, we aim to establish clear and binding principles that will guide our actions. Our Corporate Social Responsibility (CSR) Policy serves as the foundation of our mission as an organization.

Principle 1: Integrated CSR Approach

- 1.1. The organization commits to fully integrating CSR aspects across all areas of its operations.
- 1.2. All employees undergo proper training in CSR principles, and these principles are considered in recruitment and training processes.

Principle 2: Accountability

- 2.1. Management conducts assessments of the implementation and effectiveness of CSR actions during regular management reviews to evaluate the level of implementation and effectiveness of CSR activities.

Principle 3: Stakeholder Communication (Transparency)

- 3.1. The organization commits to transparently communicate information about CSR activities, both internally and externally.
- 3.2. Regular CSR reports are provided, presenting results, goals, and future plans.
- 3.3. Ensuring access to CSR information for stakeholders through various communication channels such as the website, annual reports, and community meetings.

Principle 4: Environmental Responsibility

- Sobbi Craft Poland is committed to promoting sustainable development by minimizing negative environmental impact, efficiently managing of natural resources, and supporting innovative pro-ecological solutions.
- 4.1. The organization commits to reducing greenhouse gas emissions, optimizing natural resource consumption, and minimizing waste production.
 - 4.2. Implementation and maintenance of environmental management systems compliant with international standards.
 - 4.3. Promotion of ecological innovations and sustainable practices within production processes.

Principle 5: Employer Social Responsibility

We ensure the safety and good working conditions of our employees. We implement training programs, support equal pay, and promote health and well-being in the workplace.

- 5.1. Ensuring fair working conditions, including equal treatment, fair compensation, and safe working conditions.
- 5.2. Investing in the development of employees' competencies and promoting equal opportunities in employment.
- 5.3. Promoting the health and well-being of employees through dedicated programs.
- 5.4. Supporting employees in challenging life situations.
- 5.5. Engagement and affiliation with associations/unions active in specific thematic-social areas.
- 5.6. Implementation and development of training activities.

Principle 6: Ethical Business Conduct

- 6.1. The organization commits to adhering to ethical business principles in all aspects of its operations.
- 6.2. Promoting honesty, transparency, and responsibility in relationships with business partners and customers.
- 6.3. Ensuring that all marketing practices are fair and comply with existing standards.

Principle 7: Respect for Stakeholders

- 7.1. Identifying key stakeholders of the organization and considering their needs and opinions in the decision-making process.
- 7.2. Conducting consultations with stakeholders to better understand their expectations and adjusting CSR strategies to meet their needs.
- 7.3. Actively participating in social initiatives and dialogue with local communities to build lasting relationships.

Principle 8: Respect for the Law

- 8.1. The organization commits to complying with all applicable laws and regulations at both national and international levels.
- 8.2. Establishing a system to monitor changes in regulations and adjusting organizational actions to new requirements.
- 8.3. Actively engaging in dialogue with authorities, industry organizations, and other institutions to co-create public policies in line with CSR principles.
- 8.4. Continuously improving organizational practices based on the best international standards.

Principle 9: Respect for Human Rights

SCPL treats all employees with due respect, in accordance with applicable laws and international agreements, particularly the convention on the protection of Human Rights and Fundamental Freedoms. Our policy is firmly grounded in the following fundamental principles:

- Equal opportunities
 - Prohibition of forced labor
 - Prohibition of child labor
 - Fair working hours
 - Fair remuneration.
- 9.1. The organization ensures that all actions align with the fundamental principles of respecting human rights.
 - 9.2. Educating employees about human rights and promoting equality and justice in all areas of operation.
 - 9.3. Supporting foreign employees in specific areas, including issues related to work and residence legalization.

Principle 10: Reporting Inappropriate Conduct

SCPL allows employees to report any suspicions, behaviors, or instances of inappropriate conduct within the organization. Employees are instructed to report to Employee Representatives or Managers any cases of abuse without fear of ostracism or discrimination. The organization has taken precautions, such as installing a "suggestion box" (in a discreet location) and a system for reporting safety and health violations through the internal website, to enable anonymous reporting of problems.

Principle 11: Continuous Improvement

- 11.1. Systematic assessment and updating of CSR strategy based on monitoring results and analysis of the organization's impact.
- 11.2. Continuous development and implementation of innovative solutions in line with sustainable development principles.
- 11.3. Actively seeking new ways to increase the organization's positive impact on society, the economy, and the environment.

This policy aims to ensure that the organization operates in accordance with CSR principles, meeting high ethical and social standards. Adhering to these principles enables the organization to actively participate in sustainable development and build lasting relationships with stakeholders.

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