

CSR / SUSTAINABILITY POLICY OF HENNLICH SP. Z O.O.

1. Purpose of the Document

The purpose of this document is to define the principles and requirements of HENNLICH sp. z o.o. in the area of Corporate Social Responsibility (CSR) and sustainable development.

2. Scope of Application

These requirements apply to:

- HENNLICH sp. z o.o. as an organization,
- all employees, regardless of the type of employment,
- suppliers, subcontractors and business partners acting on behalf of HENNLICH sp. z o.o.

3. Compliance with Laws and International Standards

HENNLICH sp. z o.o. conducts its business activities in compliance with:

- applicable national and European Union laws and regulations,
- the principles of the United Nations (Universal Declaration of Human Rights),
- conventions of the International Labour Organization (ILO),
- the OECD Guidelines for Multinational Enterprises.

4. Human Rights and Labor Conditions (Human Rights & Labor)

HENNLICH sp. z o.o. declares full respect for human rights and commits in particular to:

- an absolute prohibition of forced labor, child labor and human trafficking, and opposition to all forms of modern slavery,
- ensuring voluntary employment and transparent working conditions,
- compliance with regulations regarding the employment of young workers,
- zero tolerance for discrimination based on gender, age, origin, religion, disability, sexual orientation or any other characteristic, as well as harassment,
- respect for freedom of association and the right to collective bargaining,
- payment of wages and all employee benefits in accordance with applicable laws,
- ensuring decent working conditions and respect for employee privacy,
- compliance with working time regulations,
- ensuring transparent and ethical recruitment processes,
- respect for the rights of women, minorities and indigenous peoples,
- promotion of diversity, equality and inclusion,

- respect for land, forest and water rights and avoidance of forced evictions.

5. Occupational Health and Safety (Health & Safety)

The company ensures a safe and healthy working environment through:

- identification and assessment of occupational risks,
- implementation of preventive and corrective measures,
- occupational health and safety training adapted to job positions,
- compliance with legal requirements and good practices in the area of health and safety at work.

6. Environmental Protection (Environment)

HENNLICH sp. z o.o. limits the environmental impact of its operations by:

- complying with environmental regulations,
- efficient use of energy, water and raw materials, using high energy-efficiency equipment and preferring renewable energy sources,
- minimizing greenhouse gas and F-gas emissions to the atmosphere and preventing soil and water pollution,
- ensuring proper management of chemicals and hazardous substances,
- reducing waste and promoting reuse and recycling,
- undertaking actions to reduce the environmental footprint (decarbonization),
- promoting environmentally friendly solutions and products,
- taking care of soil quality and proper land use, protecting biodiversity and counteracting deforestation.

7. Business Ethics and Compliance (Business Ethics & Compliance)

HENNLICH sp. z o.o. conducts its business in a fair, transparent and responsible manner and:

- does not tolerate corruption, bribery, abuse or money laundering,
- maintains accurate and reliable accounting records,
- prevents conflicts of interest,
- complies with the principles of fair competition and antitrust law and does not tolerate cartel arrangements,
- protects customer information, in particular confidential information and personal data,
- complies with regulations on the protection of intellectual property,

- excludes the use of counterfeit products and takes appropriate action if they are identified,
- complies with export control regulations and economic sanctions.

8. Responsible Supply Chain (Supply Chain Responsibility)

HENNLICH sp. z o.o. expects its suppliers and business partners to:

- comply with applicable laws and international standards,
- respect human rights, labor standards, occupational health and safety, and environmental protection,
- apply ethical business practices,
- be willing to provide information and participate in CSR assessments, questionnaires and audits,
- implement corrective actions in the event of identified non-compliance.

9. Whistleblowing Mechanisms

HENNLICH sp. z o.o. enables the confidential reporting of actual or potential violations of CSR principles, human rights, occupational health and safety, environmental or business ethics standards, without the risk of retaliation.

10. Monitoring and Continuous Improvement

The company commits to:

- monitoring compliance with this document,
- periodic assessment of risks in the area of CSR and sustainable development,
- implementing corrective and preventive actions,
- continuous improvement of responsible business practices.

11. Management Responsibility

Responsibility for the implementation, supervision and updating of these requirements lies with the management of HENNLICH sp. z o.o. This document may be made available to customers.

Knurów, January 8, 2026

Adam Jan Kowalczyk
Elektronicznie
podpisany przez
Adam Jan Kowalczyk
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President of the Management Board

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