

**NOEX Spółka z ograniczoną odpowiedzialnością Sp. J.**  
**as a manufacturer and supplier of comprehensive solutions for the BTL market,**  
**undertakes to ensure a safe work environment for all its employees and persons working**  
**for or on behalf of the company**

Occupational health and safety policy is addressed at all company employees and people working for or on behalf of the company, and includes all necessary actions oriented at improving and ensuring safe and hygienic working conditions.

**We ensure a safe working environment through:**

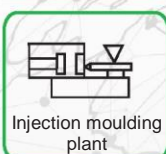
- observing legal requirements and other regulations in the field of occupational health and safety,
- conducting systematic occupational risk and hazard identification,
- limiting and eliminating threats to health and life,
- promoting and creating a pro-active safety culture among employees
- continuous improvement of actions and processes aimed at limiting threats to the safety and health of our employees, and people working for and on behalf of our company,
- ensuring appropriate resources and means required to fulfil adopted obligations

*This Occupational Health and Safety Policy constitutes a code of values for our organization. This is why, I oblige all employees to identify themselves with its content and to consistently implement the entailing objectives.*



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### We observe legal requirements and other regulations in the field of occupational health and safety

- we develop and ensure a management system that defines the division of responsibilities, objectives and occupational health and safety process monitoring and overview methods
- we identify legal requirements, conduct appropriate and sufficient occupation risk assessment
- provide relevant occupational health and safety measures and ensure their adequacy in relation to the identified threats and their probability, as well as conformity with company assumptions in this regard

### We conduct systematic occupational risk and hazard identification

- we identify and assess hazardous and harmful factors in a work environment
- we identify and assess probable and potential emergency situation in the workplace and develop adequate response procedures
- we conduct proper and sufficient occupational risk assessment
- we provide proper occupational health and safety measures and ensure their adequacy relative to the identified threats and their probability
- we encourage supplier and subcontractors to introduce programs supporting the principles of a safe and healthy work environment
- we take into account the needs of our stakeholders when managing the actions associated with occupational health and safety

### We limit and eliminate threats to health and life

- we report and supervise all work-related incidents and take appropriate corrective and preventive actions
- we provide and maintain work-required tools that are safe and do not pose a health risk
- we provide tools that are safe and adequate to the type of work at a given position
- we provide employees will all information related to hazardous substances and methods of handling such substances

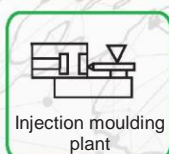
### We promote and create a pro-active safety culture among employees

- we identify and popularize work methods that can contribute to reducing the level of workplace exposure among our employees,
- we provide employees with information, method statements and conduct training associated with the issues of
  - occupational health and safety,
- we ensure and maintain safe work positions



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**NOEX Spółka z ograniczoną odpowiedzialnością Sp. J.  
as a manufacturer and supplier of comprehensive solutions for the BTL  
market, undertakes to conduct its business activities with respect for its  
neighbours and the natural environment**

The environmental management policy is addressed at all employees of the company, our neighbours and the local community, and covers all necessary actions oriented at improving and ensuring an adequate utilization of natural resources.

**We ensure a natural environment safety through:**

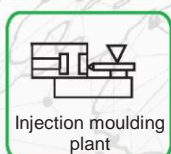
- observing legal requirements and other regulations in the field of protecting the environment and natural resources
- conducting a systematic identification of significant environmental aspects
- limiting and eliminating threats to the natural environment
- promoting and creating a pro-environmental culture among the participants of the internal and external supply chains
- continuous improvement of the processes and activities aimed at limiting the consumption of natural resources
- ensuring appropriate resources and means required to fulfil adopted obligations

*This Environmental Management Policy constitutes a code of values for our organization. This is why, I oblige all employees to identify themselves with its content and to consistently implement the entailing objectives.*



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### We observe legal requirements and other regulations in the field of the environment

- we develop and ensure a management system that defines the division of responsibilities, objectives and monitoring methods in the scope of our environmental impact
- we identify, analyse and expand our operating activities with the requirements arising from legislation in terms of the environmental impact of our organization
- we obtain, maintain and update all legally required permits
- we identify the waste produced in the course of the manufacturing process and ensure their proper handling

### We conduct systematic identification of significant environmental aspects

- we identify and assess hazardous and harmful factors in a work environment
- we conduct proper and sufficient occupational risk assessment
- we encourage our suppliers and subcontractors to introduce programs supporting the principles of efficient natural resource management and limiting adverse environmental impact
- we try to take the requirements of our clients and third parties into account when managing environmental activities

### Limiting and eliminating the occurrence of threat to the natural environment

- we provide and maintain work-required tools that are safe and do not constitute a threat to the natural environment
- we take into account aspects associated with environmental impact when making decisions regarding procurement and investments
- we efficiently manage electricity, raw materials and materials consumed in the product execution and delivery process

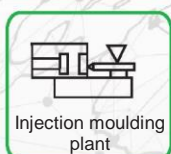
### We promote and create a pro-environmental culture among the participants of the internal and external supply chains

- we encourage our employees to search for and take every opportunity to improve their results in the field of environmental protection
- we encourage our stakeholders to take actions aimed at rationally utilizing natural resources when managing activities associated with occupational health and safety



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**NOEX Spółka z ograniczoną odpowiedzialnością Sp. J.  
as a manufacturer and supplier of comprehensive solutions for the BTL  
market, undertakes to conduct its business activities in a responsible  
and ethical manner**

The responsible and ethical business policy is addressed at all company stakeholders and covers all required actions oriented at developing responsible and ethical internal and external relationships

**We conduct business in a responsible and ethical manner through:**

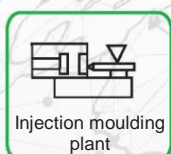
- acting in accordance with the principle of legality, observing all legislation and social standards
- identifying, prevent and opposing any corrupt behaviour in the course of internal and external relationships
- limiting, eliminating and counteracting any signs of discrimination and disrespect for human rights
- promoting and creating a culture of responsible and ethical business among the participants of the internal and external supply chains
- ensuring appropriate resources and means required to fulfil adopted obligations

*This Responsible and Ethical Business Policy constitutes a code of values for our organization. This is why, I oblige all employees to identify themselves with its content and to consistently implement the entailing objectives.*



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### Proceeding in compliance with the principle of legality through observing legislation and social standards

- The basic duty of each company employee, regardless of the position, is to proceed in accordance with the law
- We identify and apply all legally required laws, acts, regulations and standards related to the products we manufacture and supply to our clients,
- We observe legal requirements in terms of employment. We do not employ and will not employ people below the established age-related standards,
- We oppose forced labour and do not and will not employ prisoners,
- We respect the right of our employees to privacy,
- We respect the right of every human being to his/her freedom of religion and political opinion. We do not influence employees in terms of their private view and respect the right of all employees to participate in political activities, provided that such involvement takes place outside the workplace,
- We observe legal regulations regarding remuneration and employee benefits,
- We comply with working hours set out in the legislation applicable in our country,
- We do not engage in political activities,
- We respect and observe the law of land ownership and the resulting consequences of running a business activity

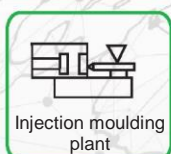
### Identifying, prevent and opposing any corrupt behaviour in the course of internal and external relationships

- We identify real and potential corruption threats and extortions, and develop adequate response procedures
- We do not offer, directly or through intermediaries, any personal or prohibited benefits for the purpose of winning or retaining clients,
- We do not accept any benefits in exchange for preferential treatment of a third party.
- We select contractors based on adequate and objective methods that have been documented and are reviewed to verify their adequacy,
- In the course of the recruitment process, we follow procedures that ensure impartiality and fairness of the proceedings



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### Limiting, eliminating and counteracting any signs of discrimination and disrespect for human rights

- we respect the right of our employees to benefit from employee representation,
- we do not achieve or will not obtain any benefits of forced or slave labour or forced labour of prisoners,
- we ensure that all employees are treated equally with regard to employment and professional development, regardless of their race, sex, sexual orientation, age, nationality, religion and personal beliefs or other features prohibited by law,
- we treat our employees with dignity, we do not use corporal punishment or any other forms of physical, sexual, psychological or verbal violence

### Promoting and creating a culture of responsible and ethical business among the participants of the internal and external supply chains

- we will not practice or tolerate any forms of corruption, extortion and embezzlement,
- we will neither offer nor accept bribes or any illegal benefits in relationships with contractors,
- we conduct business in accordance with the principles of fair competition,
- we secure confidential information and use them solely in an appropriate manner,
- we ensure protection of the intellectual property of our clients and our own
- we respect and vow to respect the land ownership right and take all possible actions to identify potential situations that could breach anyone's property and the ownership right.



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