



Corporate



Responsibility



Social

CSR STRATEGY OF THE SECO/WARWICK GROUP

2022

INTRODUCTION

September 2022

According to the SECO/WARWICK Group, being socially responsible is not limited to meeting formal and legal requirements. It is an investment by the company in local matters, and for those impacted by this policy: people, environment and safety. We treat broadly understood issues relating to CSR activities as an investment and a source of development for the company and its stakeholders.

The following document introduces and describes the principles, rules, program, and approach of the company in the area of CSR activities, and all the adopted actions that are compliant with the mission, vision, values, and strategy of the company, consistent throughout the entire SECO/WARWICK Group.

Respectfully yours,

Sławomir Woźniak
CEO of SECO/WARWICK Group

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ASSUMPTIONS OF THE SECO/WARWICK GROUP CSR STRATEGY

The activity of the SECO/WARWICK Group influences the business, human, environmental and other widely understood aspects of social life. With the ambition to be the company of first choice in providing solutions for heat treatment and metallurgy, we are aware of the company's influence on shaping the both the local and global environment.

The SECO/WARWICK CSR strategy was created to frame the company's long-term strategy in the area of the Group's (current and future) social responsibility. We would like social responsibility to become an independent action, in line with the Group's mission and vision, because we know that business and social objectives should complement each other.

The adopted CSR activities of the SECO/WARWICK Group closely correspond to our values and have been grouped into three blocks: **SECO/ECO – SECO/GENERATION - SECO/COMMUNITY**.



THE SECO/WARWICK APPROACH TO CORPORATE SOCIAL RESPONSIBILITY

The basis of CSR activities is to act in accordance with our values (**innovation, partnership, safety and stability, reliability, credibility and thoroughness, sustainability**), the law, and with internally accepted regulations, such as the adopted Group Strategy, Code of Ethics, Anti-Corruption Policy and Communication Policy.

Owing to the principles contained therein, our CSR actions and strategy are **responsible, credible, safe, clear, impartial, and honest**.

GROUP VALUES INFORM CSR STRATEGY

The SECO/WARWICK Group bases its activities on key values which both shape strategic choices and influence the daily behavior of all managers and each employee.

The SECO/WARWICK values are **INNOVATION, PARTNERSHIP, SAFETY AND STABILITY, RELIABILITY, CREDIBILITY AND THOROUGHNESS, SUSTAINABILITY.**

THE ABOVE VALUES IN TERMS OF CSR ACTIVITIES ARE UNDERSTOOD AS:

INNOVATION

- We are involved in actions supporting the environment, people, and all generations.
- In our CSR activities, we promote a culture of innovation.
- We declare our openness to the innovative suggestions of our employees.
- We find ways to implement good ideas, which connect our areas of CSR activities.
- We innovatively combine blocks of CSR activities and actively look for methods to combine them.
- We appreciate the competence of the people who constitute the strength of the CSR Group.

PARTNERSHIP

- We develop partnership relations - within the company and with our stakeholders.
- We understand partnership as a mutual commitment.
- We selectively choose our CSR activities, expecting commitment from our employees.
- We engage in CSR activities together.
- We have the heart for people, family, and the environment.
- We can rely on and trust each other.

SAFETY AND STABILITY

- The safety of our actions is a priority for us.
- We care about our safety, the safety of our families and our company.
- For our partners, we are predictable and business-safe throughout our long-term cooperation.

RELIABILITY

- Quality in our CSR activities is our priority.
- We do not disappoint our stakeholders.
- We trust and try not to disappoint each other.

CREDIBILITY AND THOROUGHNESS

- We build credibility on the basis of our knowledge, experience, and the thoroughness of executed work.
- We meet our obligations.
- We are responsible for people, the environment, safety.
- We perform our tasks reliably and this is how we approach the tasks resulting from the CSR strategy.
- We present and act in the field of CSR transparently; inside and outside.
- We choose social activities that we want to engage in as employees and as a company impartially and honestly.

SUSTAINABILITY

We respect and follow the sustainable development principles.

- We respect and are open to people regardless of age, gender, religion, or skin color.
- With us, everyone has equal professional development opportunities.
- We develop partnership relations – with each other and with stakeholders.
- We engage in social campaigns supporting people and the environment.
- We care about the natural environment:
 - We undertake pro-ecological social initiatives.
 - We invest in ecological solutions to be used within the organization.
 - We build our employee's ecological awareness.
 - We have an ecological approach inscribed in our mission, in which we declare that "we create innovative products providing our customers with reliable, safe and pro-ecological solutions for heat treatment and metallurgy."
- We make sure that the principles and practices we apply are legal, and at the same time we take into account the needs of the parties with whom we cooperate.

SECO/ECO



CSR ACTION DIRECTIONS

The direction for CSR actions within the SECO/WARWICK Group comes down to the 3E concept: economy, ecology, and ethics. This means that these activities are to be...

- compliant with the law and accepted ethical standards,
- they protect us, our families, and the environment,
- and are economically justified and rational.

The SECO/WARWICK Group's CSR strategy has been arranged into area blocks with the following slogans:



SECO/ECO



SECO/GENERATION



SECO/COMMUNITY

We want CSR activities in which the Group participates to intertwine between thematic blocks and combine several aspects at the same time, for example, the construction of SECO/HEART - a container for plastic caps for one of the schools, is a combination of the idea of investing in the next generation (cooperation with the school - SECO/GENERATION), local community (school in Świebodzin - SECO/COMMUNITY) and the environment SECO/ECO (plastic recycling). Another example of this type of implementation is the handing over of a liquidated, mobile building (SECO/ECO), to the Radoszyn Sports Club (SECO/COMMUNITY) which was used to create a changing room for the club's players (SECO/GENERATION). It is another combination of as many as three CSR aspects. These are the types of projects that the SECO/WARWICK Group wants to support.



SECO/CSR

THE ENTITIES RESPONSIBLE FOR IMPLEMENTING THE CSR STRATEGY

The implementation of tasks resulting from the CSR Strategy is possible in cooperation and with the participation of various units, persons, employee representatives and those who have the knowledge and experience necessary to decide on taking or rejecting CSR actions.

Due to the fact that these activities are close to image-building, marketing, sponsorship and communication activities, the VP of Marketing is responsible for the strategy and comprehensive coordination of CSR activities for the entire organization, together with the employee ambassador committee, which decides on the Group's activities in the area of CSR within the allocated annual budget. This team provides information about the CSR activities and plans in the company's newsletter (SECO/SFERA and SECO/SPHERE), social media and website. Its members are responsible for implementing initiatives and collecting and reviewing them.





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