

Sustainable Development Policy of **SECO/WARWICK GROUP**

Thanks to the experience and expertise of our Employees, and in cooperation with our Business Partners, we create innovative products that provide our Customers with reliable, safe, and environmentally friendly solutions for heat treatment and metallurgy and ensure economic efficiency of their businesses.

We strive to be the first-choice Supplier of solutions for heat treatment and metallurgy. Innovation and reliability are demonstrated through our thinking and our solutions all over the world.

SECO/WARWICK values are:



To fulfill the mission and achieve goals:

- / We create for our Employees the place for creative development, invested in R&D activity in cooperation with Polish and foreign research centers and scientific communities. Thanks to that we offer new solutions in our products, technology and also in our operation. We improve our devices to support our customers in sustainable production. Our experience is proven by solutions implemented on more than 70 markets.
- / We build good long-term cooperation and partnership with the leading industries and various stakeholders e.g. Customers, Suppliers, Employees and local society, based on high ethical standards and shared values. We deliver all liabilities established with our stakeholders.
- / We offer flexible approach to cooperation with the Customer - solutions 'tailor made' proposed by experienced and efficient product teams.
- / Our Employees are our power so we create for them a suitable working environment and family atmosphere.
- / We manage our operational activities based on the management of threats and opportunities identified by our Employees at each level of the organization and with support of implemented and constantly improved management system adequate to the conducted activity.
- / The quality and reliability are our priority so we improve continuously the quality and safety of manufactured devices to be the best in the industry on international markets.
- / We act by the law and the principles adopted in the THE SECO/WARWICK GROUP'S BUSINESS CODE OF ETHICS.
- / We provide resources and competencies to operate effectively in all areas, and in particular to ensure occupational health and safety, prevent injuries and illnesses, ensure product safety and protect the natural environment and human rights.
- / We implemented with the participation of employees and a constantly improve H&S system, based on risk management, the leader and promoter of which is our Management Team.
We understand the importance of the sustainability, and we take an active part in achieving the goals, to build better world for all of us.
- / We implement the principles of sustainable development based on three pillars: environmental protection; social responsibility and corporate governance. We implement due diligence procedures to identify, prevent and mitigate actual and potential negative impacts of our operations (both directly and in the supply chain as well as in other business relationships).

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CEO of SECO/WARWICK GROUP