

LITOSTROJ GROUP

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# SUSTAINABILITY POLICY



**LITOSTROJ**  
GROUP

## 1. Vision

The Litostroj Group strives for long-term success based on a balanced relationship between economic, environmental and social factors. Our mission is to create sustainable value for all stakeholders – from employees, business partners and customers to the wider community and future generations. We realize our responsibility through the planning, implementation and continuous improvement of business practices based on the principles of sustainable development.

## 2. Principles of sustainable operation

### 1. Environmental responsibility

- **Rational use of resources:** We systematically reduce the consumption of natural resources and increase the efficiency of their use in production processes.
- **Reduction of emissions:** We implement technologies and practices that reduce emissions of greenhouse gases and other pollutants into the air, water and soil.
- **Waste and the circular economy:** We actively reduce the amount of waste, encourage the reuse of materials and recycling, thereby strengthening the circular economy.

### 2. Social responsibility

- **Employees and work environment:** We build an inclusive work environment where employees feel valued, safe and have the opportunity for personal and professional growth.
- **Safety and health:** The safety of employees comes first. We create a healthy working environment by introducing measures to prevent workplace injuries and illnesses.
- **Ethics and integrity:** We operate according to the highest ethical standards, respecting the law, human rights and principles of fairness.
- **Education and training:** We invest in continuous education and training of employees to increase their awareness of sustainable practices and improve their competences. We have established a system of mentoring and training for our employees, which enables advancement in the company, regardless of previous education or work experience.

### 3. Economic sustainability

- **Innovation:** We continuously invest in research and development, with the goal of introducing innovations that improve the sustainability of our products and processes.
- **Sustainable investments:** We invest in technologies that contribute to the long-term stability and sustainable development of the company reducing operating costs and improve the group's environmental footprint.
- **Risk management:** We systematically address the risks associated with climate change and the opportunities arising from the transition to a sustainable economy.
- **Supply chain:** We work with suppliers who share our sustainability values and promote responsible practices throughout the supply chain.

#### 4. Compliance with international standards

The Litostroj Group is committed to respecting international frameworks and standards, such as:

- **Sustainable Development Goals (SDGs):** We coordinate our activities with global goals for eliminating poverty, reducing inequality and protecting the environment.
- **ESG Principles (Environment, Society, Governance):** We integrate ESG criteria into our business strategies, striving for transparency and responsible management.
- **International standards (ISO):** We comply with requirements of standards such as ISO 14001 (environmental management) and ISO 45001 (occupational health and safety). This means that we regularly conduct audits to ensure compliance with standards and introduce measures for sustainable resource management and workplace safety.

#### 3. Implementation of sustainable practices

To implement our sustainability policy, we will:

- Developed and implemented strategies that promote sustainability in all areas of our operations.
- Monitored key performance indicators (KPIs) and provided transparent reporting on progress.
- Actively engage with stakeholders, including employees, customers and suppliers.
- Promoted employee education and awareness of the importance of sustainable development.

#### 4. Commitment to continuous improvement

Sustainability is a process that requires constant learning and adaptation. The Litostroj Group strives to constantly improve its practices by regularly evaluating the results achieved, collecting feedback and introducing the necessary changes.

#### 5. Conclusion

The Litostroj Group believes that sustainability is the key to long-term success. We are aware of our responsibility towards the planet, people and future generations, and we are committed to continuing to act as a responsible and reliable partner on the way to a sustainable future.

#### 6. Effectiveness

The present Sustainability Policy shall enter into force and effect on January 6, 2025.