

<i>SUSTAINABILITY POLICY</i>	Edition: 1
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SUSTAINABILITY POLICY

1. Purpose and Commitment

In Ventor companies we are committed to **responsible, sustainable and transparent** business conduct, respecting the environment, social and governance (ESG principles), as well as labor and human rights, ethics and dignity of work, and also uphold compliance towards national, international, Norwegian and EU regulations.

The **principal value** in the Ventor companies are **people**, that is the reason why we do our best to provide and ensure our employees adequate legal protection and good working conditions.

2. Guiding Frameworks

This policy is made in compliance with:

- Responsible Business Conduct,
- Corporate Social Responsibility,
- Environment, Social and Governance principles (ESG),
- United Nations Sustainable Development Goals (UN SDGs),
- UN Global Compact, Paris Agreement,
- ILO Conventions,
- Transparency Act (Norwegian Åpenhetsloven), Due Diligence,
- Labor Laws (including Working Environment Act, AML), Labour Inspections Authority procedures
- Collective Agreements with Trade Unions (Fellesforbundet, LO).

3. Environmental Responsibility

- Monitor and reduce CO₂e emissions in line with GHG Protocol, by participation in carbon capture and storage projects and also by providing qualified personnel, contributing to the development of technologies that reduce greenhouse gas emissions.
- Implement energy efficiency and circular economy practices, by educational campaigns.
- Minimalization (reduction), recycling and segregation of wastes, also by educational campaigns.

4. Social Responsibility

- Equal treatment principle and non-discrimination principle (including staffing enterprise).
- Safe working conditions in compliance with Working Environment Act (AML), Labor Inspection Authority procedures (including staffing enterprise).
- Prevent discrimination, harassment, and exploitation.
- Involvement in charitable, sports activities and local-initiatives.

5. Governance and Compliance

- Due diligence in line with OECD Guidelines and Transparency Act.
- Zero tolerance for corruption and unethical practices.
- Transparency in reporting.

6. Implementation and Monitoring

- Provide employee training and educational campaigns, in order to promote greater responsibility awareness.
- Monitoring and annual review.

This Sustainability Policy shall statute a part of continuous improvement process, and will be regularly monitored and updated (if necessary) to ensure alignment with the highest standards of sustainability and responsible business conduct.

Dębica, 14th May 2025

President of the Management Board – Janusz Urbanik

President of the Management Board – Piotr Urbanik