



Business to Business. Since 1985

## SOCIAL RESPONSIBILITY POLICY OF THE MANAGEMENT BOARD

The success of our company is based on honest relationships with employees, customers, suppliers, as well as competitors and the local community.

In our business activities, we take into account the social interest and maintaining environmental balance, meeting the requirements and obligations set out in national law and implementing system solutions recommended in EU regulations.

As part of our corporate social responsibility practices, we pay attention to respecting the rights and personal dignity of employees and enabling self-fulfilment and development. We try to provide it, among others by:

- ensuring safe working conditions and appropriate personal protective equipment,
- employing only adults,
- no forms of forced labor,
- compliance with statutory working hours and overtime allowances,
- transparent remuneration and bonus structure,
- non-wage benefits,
- group life insurance,
- integration events and jubilee awards,
- improvement courses and training,
- company's social benefits fund (holiday subsidies, random benefits, co-financing for training),
- ensuring that the company does not tolerate any forms of discrimination, aggression, mobbing and harassment,
- disciplinary practices in line with legal requirements,
- respecting the freedom of association and supporting employee initiatives.

Bearing in mind our business environment and the natural environment, we strive to build environmental awareness among employees, for example through:



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- implemented procedures for the prevention and elimination of environmental hazards that may result from our operations,
- training in the safe handling of chemicals,
- appropriate segregation and storage of raw materials with protection of chemicals,
- waste segregation,
- communicating the principles of saving water, gas and electricity,
- systematic internal audits of health and safety conditions.

Our aim in several years' perspective is to implement the environmental management system according to ISO 14001 and integrate it under the certification with the quality management system ISO 9001.

The policy of social responsibility is the subject of constant interest of the management board, and its implementation is carried out by managers and people managing employee teams.

By publishing this policy on company's websites, we would like to communicate it to all parties interested in our business.

At the same time, we expect that suppliers of materials used by us in production and recipients of finished products will respect our requirements for them, resulting from the need to implement this policy.

*On behalf of the Board*

PREZES  
PPHU „CENTRUM” Sp. z o.o.  
*Henryk Ropiela*

Nowy Sącz, 10.10.2022