

to the resolution of the Management Board of Zakład Rolniczo-Przemysłowy "FARMUTIL HS" S.A. from 19 March 2026.



**SUSTAINABLE
DEVELOPMENT
POLICY**

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1. Introduction

1.1 Preamble

Zakład Rolniczo-Przemysłowy „Farmutil HS” S.A. (hereinafter: Company) considers sustainable development to be the foundation of its long-term operational strategy. As an entity carrying out tasks crucial to the country's sanitary security, the Company is fully aware that its processing activities have a significant impact on the natural and social environment. This Policy defines the Company's principles of conduct in the environmental, social, and governance areas.

This document establishes a framework for making strategic and operational decisions. Its purpose is to ensure compliance with legal regulations and stakeholder expectations.

1.2 Values

The directions of our sustainable development activities stem directly from the crucial for the Company values, such as:

Responsibility – understood as conducting business within the law, while ensuring ecological balance and epidemiological safety.

Quality – understood as striving to provide the highest quality services and products, compliant with the highest safety standards, with the participation of highly qualified staff and modern solutions.

Collaboration – understood as building lasting relationships based on transparency.

1.3 General Assumptions

The Company conducts its business in a manner that does not compromise the ability of future generations to meet their own needs. The management model includes the identification of significant impacts, risks and chances, closed-circuit economy,



efficiency, and ensuring safe working conditions.

2. Environmental Area

In the environmental area, we focus on the efficient use of raw materials, protecting air and water quality, and reducing greenhouse gas emissions. Our activities are aimed at limiting the negative impact of facilities on local ecosystems while simultaneously recovering valuable materials for reuse in the economy.

Our Company implements the following environmental measures:

- processing animal by-products into high-quality components, such as meat and bone meal, processed animal proteins, and fats.
- rationally managing materials at every stage of the operational cycle and, where possible, recycling the resulting residues for reuse in industrial processes,
- applying verified and effective technologies for air quality protection,
- carrying out activities that minimize odour nuisance and increase comfort for communities living in areas adjacent to the plants,
- monitoring the parameters of air released from the installation to ensure full compliance with applicable legal requirements,
- using energy from renewable sources and solutions reducing the consumption of fossil fuels,
- optimizing the transport of raw materials and finished products to enable shortening supply chains and systematically reducing emissions from fuel combustion,
- responsibly managing water resources through the use of resource-saving solutions and water collection in accordance with specific environmental standards,

- monitoring the operation and maintaining full efficiency of the plant wastewater treatment facility, preventing water contamination and supporting the rational management of local water resources.

Environmental activities are implemented in accordance with the Company's Integrated Management System, compliant with ISO 14001, Quality Policy, and Environmental Policy.

3. Society

In the social area, our priority is to act with respect for human and employee rights, ensuring safe and stable working conditions. We strive to create a work environment based on equal treatment, free from all forms of discrimination, and a culture of continuous development, while also caring for the health of our employees and our relationships with external environment.

In the social area, our Company implements the following activities:

- maintaining a rigorous sanitary regime and equipping employees with appropriate personal protective equipment to minimize biological and accident risks,
- supporting employee health through the implementation of health prevention programs, including access to additional, periodic examinations for employees
- promoting attitudes and skills that support health and safety of employees through systematic first aid training,
- conducting additional training in employee hygiene and occupational safety,
- ensuring safe, stable employment conditions, including additional social benefits,
- active support of employing and integrating the disabled and counteracting all forms of harassment and discrimination, and providing employees with safe channels for reporting irregularities,

- striving to maintain good relations with the local community and authorities, local governments in connection with the operation of our facilities.

4. Governance

The foundations of our Company's business are compliance with ethical principles, legal compliance, and transparency in business relations. The Company's Management Board integrates issues from all areas of sustainable development into daily operations, acting with due diligence. Our goal is to build an organizational culture based on equality, clear principles of business conduct, and responsible supply chain management.

Within this area, we implement the following activities:

- using objective criteria for selecting suppliers and contractors, such as quality, price, timeliness, and supplier communication.
- implementing mechanisms to prevent corruption and other abuses,
- terminating cooperation with entities that flagrantly violate environment protection regulations or human rights,
- maintaining transparent payment practices to mitigate financial and legal risks,
- protecting individuals, including personal data protection of employees, business partners, in accordance with applicable legal regulations,
- ensuring confidential and safe channels for whistleblowers reporting violations, that protect them against retaliatory actions.

5. Final Provisions

Effective implementation of the provisions of this Policy requires the involvement of all levels of the organizational structure. The Management Board of ZRP "Farmutil HS" S.A. is responsible for setting strategic directions and ensuring the resources (financial, technical, and human resources) necessary to implement the Policy's assumptions.

The Management Board approves the Policy's content and oversees its implementation.

The management staff is responsible for the operational implementation of the Policy's principles in their subordinate areas. The management staff's responsibilities include ensuring that production processes are carried out in accordance with environmental and occupational health and safety procedures and building attitudes consistent with the Policy among employees.

Employees are responsible for applying the Policy's principles in their daily work. Every employee is responsible for complying with job instructions, taking care of entrusted property and immediately reporting situations that may pose a threat to superiors. This document is subject to periodic review and may be amended to ensure its relevance in light of changing legal regulations and market conditions.

