

POLICY OF THE CELSA MANAGEMENT SYSTEM „HUTA OSTROWIEC” Sp. z o.o.

The Management System Policy is based on the **VISION, MISSION, and VALUES of CELSA Group.**

The basic objectives and principles of CELSA "Huta Ostrowiec" Sp. z o.o. in the production of steel products - rolled and forged is to meet the requirements and expectations of our customers by providing products manufactured on the basis of the principles of sustainable development and the circular economy, with attention to the improvement of energy efficiency, safety, health and wellbeing of our employees, the environment **as well as taking into account the needs of local** communities. Creating a safe working environment is our top priority.

This is achieved by:

- integrating safety, health and well-being into all processes, organizations,
- effective prevention of accidents at work, occupational illnesses and near misses
- implementation of prevention programs for employees,
- identification and elimination of risks through consultation with workers or their representatives
- managing in an ethical and socially responsible manner,
- complying with obligations regarding compliance, including legal and other provisions and established standards,
- zero tolerance policy for corruption,
- maintaining an open dialogue with customers, business partners and other stakeholders based on mutual respect and trust,
- use of teamwork and learning organization methods,
- staff skills development and talent management,
- prevention of quality, technical, technological and organizational problems,
- continuous improvement of processes, procedures, resources and organization, as well as the development of products and technologies and the adaptation of the Company's organization to the needs of its customers and the changing external conditions,
- identifying, monitoring and managing risks and opportunities to increase the likelihood of achieving objectives,
- environmental protection and continuous improvement to improve environmental performance,
- implementing a circular economy, through the use of secondary raw materials and the use of generated waste in production processes,
- optimal use of natural resources, natural gas, electricity, water and other energy utilities,
- improving energy performance,
- minimizing emissions to the environment, particularly the amount of waste generated, and reducing CO2 emissions,
- reducing the organization's carbon footprint and protecting biodiversity,
- development of pro-environmental attitudes among employees,
- **provide the information and resources necessary to achieve planned objectives.**

In management we comply with the requirements of the standards: PN-EN ISO 9001:2015, PN-EN ISO 14001:2015, PN-EN ISO 45001:2018, PN-EN ISO 50001:2018, **ISO 17025:2017** and the requirements of the SUSTSTEEL mark for the sustainable production of steel products.

The implementation of this policy is the responsibility of all employees and subcontractors of our company, each in their area of activity.