

QUALITY, ENVIRONMENT, AND OCCUPATIONAL SAFETY POLICY OF PLUM SP. Z O.O.

PLUM Sp. Z o.o. is a manufacturer of industrial electronics, offering solutions to national and international HVAC, GAS and WATER markets. Our organization's activity is focused on meeting the requirements of standards: ISO 9001 ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO/IEC 80079-34:2018 and provisions of European directives: ATEX, MID, LVD, EMC, RED.

Based on the need for continuous improvement and development, while addressing the needs of our clients and employees, we have defined FOCUS PLUM, defining the strategic direction of the organization:

WE DESIGN ELECTRONICS FOR EFFICIENT ENERGY MANAGEMENT USING IOT SYSTEMS

Objectives of strategic direction:

**PLUM is the first choice between suppliers of comprehensive electronics solutions,
PLUM supports business development of its clients in the HVAC, Gas, and Water Markets,
PLUM accelerates projects using Agile management methods,
PLUM supports professional skills development and engagement of employees, which leads to creation and ensures implementation of competitive solutions.**

Concentrating on Agile management and teamwork, we notice the needs of our employees and support business development of our customers. We strive to create internal and external relationships, which are based on:

respect – expressed in our approach of treating customers and employees as professionals,

trust – essential to delegating tasks and developing reciprocal relationships within teams and between companies.

transparency – need to share information and follow actions taken.

Management Systems Conformity is maintained by:

QUALITY – ensuring the level of quality expected by customers is our basis for a strong market position and distinguishes us from our competitors. Offering support and help in solving problems is appreciated by our business partners and allow us to build stable and long-term relationships through which PLUM Sp. z o.o. is known as a trustworthy company among potential sellers. We follow systematic approach to our activities, which makes us an orderly and well-organized entity.

ENVIRONMENT – designing competitive solutions focusing on minimized environmental impact achieved by monitoring and controlling the consumption of natural resources in product development and use of products. Sustainable waste management and rational use of natural resources allows us to achieve business benefits. While planning company development, we focus on renewable energy sources.

OCCUPATIONAL HEALTH AND SAFETY – keeping accurate occupational health and safety for all our employees and subcontractors. Identification and reducing risks according to OH&S requirements and eliminating potential dangers and prevents injuries, health problems, and occupational diseases. Training sessions and maintaining a process of consultation and employee partnership, is the basis for building stabile OH&S culture.

We commit to implementing activities that ensure quality, environmental, and OH&S maintenance in accordance with current regulations and other requirements considered important by the company. We commit to continuously improving the effectiveness of our integrated management system by performing audits and implementing appropriate changes. We encourage employees and third-party associates to respect the values and commitments adopted by Plum Sp. z o.o. The top management of Plum Sp. z o.o. accepts responsibility for the implementation of this policy and pledges to provide appropriate resources required for this purpose.

Ignatki, 2024-01-11

Signed on behalf of the company's Plum Sp. z o.o. board:


Michał Szumski, Board President