

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.

Responding to new market challenges and the business ambitions of PLUM Sp. z o.o., we have defined the following development vision for the years 2026–2027:

We are building new pillars for the company in the areas of Floor and Water solutions, while simultaneously maintaining the strength of our existing segments, Pellet and Smartmeter. Our goal is strategic expansion and the strengthening of our foundations in order to operate stably across four markets by 2027.

We aim to achieve this direction by focusing on the following areas:



design and production of remote utility reading and energy management systems (IoT),



development of intuitive products and building comprehensive support for installers,



ensuring device reliability in harsh environmental conditions,



scaling serial production of advanced electronics for global partners.



maximizing the lifespan of battery-powered devices.

Our values and culture

Caring for the needs of our Employees and supporting the business growth of our Customers, we shape an organizational culture based on trust and partnership. We base our daily actions and cooperation standards on key values:

Courage: we propose improvements, even if they require a change in the current approach.

Focus: we concentrate on priorities and can forgo tasks that do not support the organization's goals.

Commitment: when a problem arises, we look for a solution, not someone to blame.

Respect: we treat the work of others with respect, because every role matters for the performance of the entire company.

Openness: we actively share knowledge and experience to develop ourselves and others.

Management Systems Conformity is maintained by:

QUALITY – Maintaining the standards expected by our Customers forms the foundation of our strong market position and distinguishes us from global competition. The comprehensive support we offer, combined with a solution-oriented, collaborative approach to technical challenges, allows us to build long-term, sustainable relationships. As a result, PLUM Sp. z o.o. is recognized as a stable and trustworthy supplier. The process-oriented nature of our activities makes us a mature and well-organized organization.

ENVIRONMENT – We design and manufacture devices in a manner that is safe for the surroundings. Our solutions help users monitor and optimize their energy and natural resource consumption, which directly supports them in responding to climate change challenges and reducing their environmental impact. Internally, we ensure the rational use of raw materials, responsible waste management, and conduct our business activities with the application of green energy.

OCCUPATIONAL HEALTH AND SAFETY – We are committed to providing safe and healthy working conditions, as well as a safe environment during visits to PLUM Sp. z o.o. premises for everyone, regardless of the form of cooperation. Through systematic risk assessment and the elimination of potential hazards, we prevent accidents and occupational diseases. We build a sustainable safety culture based on continuous education and an active process of consultation and participation of workers.

Declarations of Top Management

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 as required for this purpose.

Ignatki, 2026-06-22

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

Michał Szumski, President of the Board