

 <b>ROGUM KABLE</b>		<b>SYSTEM ZARZĄDZANIA BIZNESEM</b>			
NAZWA DOKUMENTU:		POLITYKA ZRÓWNOWAŻONEGO ROZWOJU			
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## SUSTAINABLE DEVELOPMENT POLICY ROGUM KABLE SP. Z o.o.

Production activity is a basic tool for satisfying needs, at the same time it contributes to depletion of non-renewable resources, introduction of irreversible changes in biological systems, violation of balance of natural and climatic processes. An important feature of sustainable development is the balance of economic, social and natural (ecological) elements. The possibility of sustainable economic activity, as well as the maintenance of a stable and not impoverished environment, is the basis of socio-economic development. The implementation of adopted developmental principles which efficiently reduce the interrelated phenomena of adverse effects of economic activity on the environment and the socio-economic consequences of environmental degradation is the primary objective of Rogum Kable Sp. z o.o.'s sustainable development policy.

Its aim is to achieve an order between the company's environmental, social and economic policies, the result of which is to bring these business and social aspects into harmony.

The company achieves this by:

- Rational management of resources and waste
- Reducing emissions of pollutants
- Energy savings
- Sustainable transport
- Sustainable management of human resources and a policy of equal treatment and management of diversity at work, with particular emphasis on the areas of recruitment, access to training and promotion, remuneration and reconciliation of professional responsibilities with private and family life, so that the standard of work and the working environment is the best in which every employee feels respected, valued and has the opportunity to continuously develop their skills regardless of their views, gender, nationality or age.
- Social diversity at work , by respecting the differences between people against discrimination, corruption and by building a culture of social openness.
- Reducing community unemployment and building awareness of work that depends on the actions of individuals and the policies of economic actors .
- Contribute to the development of the community through initiatives focused on areas of environmental education, the creation of initiatives to promote a healthy lifestyle linked to physical activity among young people and the local community, including company employees
- Contribute to the development of the community through initiatives centred around the areas of youth education concerning getting to know and popularising practical science, raising awareness of the role of science in life and its impact on the economic and social development of the region and through patronage support - creating greater opportunities for the start and scientific and professional development of the young generation of the local community.
- To raise individuals to take responsibility for their actions while maintaining a level of economic efficiency and continuous improvement.

Rogum Kable Sp. z o.o.'s systemic approach to environmental issues and the impact on people and their well-being began with the introduction of an Environmental Policy, which consequently led to work in accordance with the requirements of the quality management system ISO 14001:2015-09, ISO 9001-2015 and ISO TS

Approved by the President of Rogum Kable Sp.z o.o.

