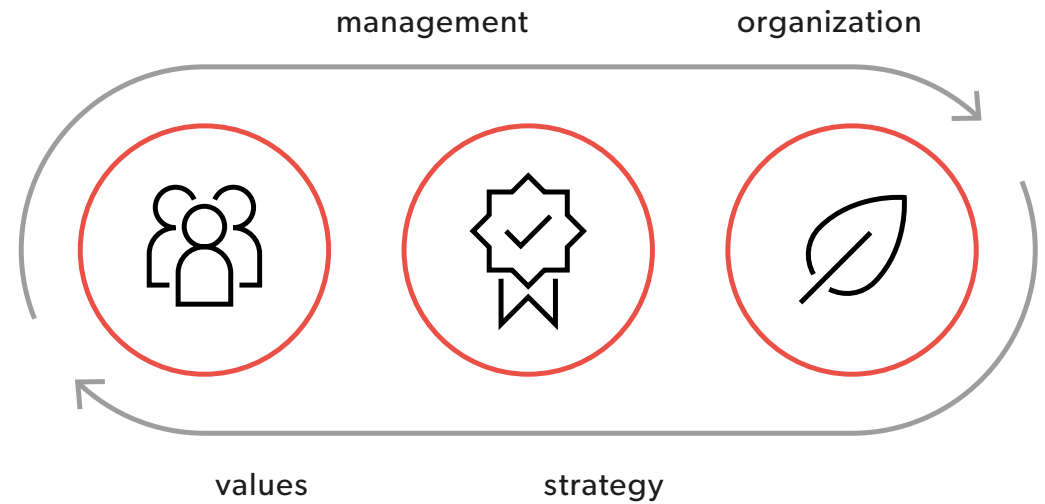


# Darco

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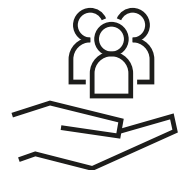
Darco Sustainable Development Policy



We provide comprehensive, highest quality ventilation and heating solutions, with biggest impact on safety and ecology. For almost 30 years we operate in accordance with the values that express us as an organization.



**Responsibility**



community



business



employer



## Community **responsibility**

Functioning of our company is focused not only on achieving business goals, but also on drawing attention to problems that affect society as well as our region.

- We run educational activities - make recipients more aware of the importance of proper ventilation and how the quality of heating and ventilation installations impacts our life and safety.
- We take active part in various business associations, including: Polish Ventilation Association, Polish Chimneys Association as well as National Association of Fireplaces and Stoves.
- We are active in Dębica Business Club (an organization supporting local business and fund raiser for local scholars).
- We initiated establishment of Dębica Industrial Park, local organisation working with local authorities to develop local infrastructure and create good conditions to develop.
- We support local education - being one of the patronage companies of classes at the Technical School No. 1 in Dębica.
- We provide financial support to local sport and culture organizations.
- We run charity work.





## Business **responsibility**

We are a market participant, working with respect and trust to the others.

- Our priority is highest quality of production processes and final products.
- We act only in accordance with law.
- We use data responsibly in accordance with the GDPR.
- We respect ethics rules and „soft law“ in cooperation with customers, suppliers and partners.
- We do not tolerate corruption or bribery.
- We minimize impact of our activities to the climate.





## Employer **responsibility**

We create relationships with employees that are based on diversity and respect for differences.

- We respect the principle of equality of gender and age.
- We respect different opinions and experiences. We are open to conversations and suggestions (also anonymous).
- We are transparent in relations with employees. We cooperate with the Darco Employee Council and we issue an information bulletin periodically.
- We do not tolerate mobbing in any form.
- We strive to create friendly work environment that motivates to action.
- We support employee activity in various areas.
- Our highest priority is to ensure health and safety at the workplace.
- We make every effort to prevent accidents at work.
- We have transparent HR and payroll policy.
- We offer decent salary.





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A handwritten signature in blue ink, likely belonging to Łukasz Darlak.

President of the Board  
Łukasz Darlak