

SUSTAINABLE DEVELOPMENT POLICY

„BALMA” SA Furniture Factory

Our Contribution to Protecting the Earth and Developing Society

The 2030 Agenda for Sustainable Development, along with its 17 Sustainable Development Goals (SDGs), is a set of guidelines adopted by the United Nations to promote lasting peace, prosperity, and the protection of our planet. Fabryka Mebli “BALMA” SA, as a responsible business entity, is fully aware of the existing and growing threats, as well as its impact on society and the environment, while pursuing its business objectives. Therefore, we are committed to achieving the Sustainable Development Goals (SDGs), including environmental protection and social development. We encourage our employees, associates, and contractors to act in accordance with the established Sustainable Development Policy of Fabryka Mebli “BALMA” SA, whose objectives reflect the principles set forth by the United Nations.

It is our duty to actively participate in the implementation of actions adopted at the UN forum. We are aware and equipped with the necessary tools to make a significant contribution to the development of these areas, which are crucial for the well-being of not only the current generation but, more importantly, future generations. It is up to us to decide what kind of place we will leave for our descendants.

Our Contribution to Achieving the Sustainable Development Goals (According to SDG Classification)

We contribute to the achievement of six Sustainable Development Goals: 4, 8, 9, 12, 13, and 17.

Goal 4: Ensure Inclusive and Quality Education for All and Promote Lifelong Learning

High-quality education is the foundation for improving people's lives and fostering sustainable development. Universal access to education enhances quality of life and enables the discovery of innovative solutions to the world's biggest challenges. Providing high-quality education involves creating educational scholarship programmes, conducting workshops for teachers, and building and developing schools.

4.1 By 2030, ensure that all girls and boys complete free, equitable, and quality primary and secondary education leading to effective learning outcomes, in line with Goal 4.

4.3 By 2030, ensure equal access for all women and men to affordable and high-quality technical, vocational, and tertiary education, including university.

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.

What we do:

We offer our employees a wide range of internal and external training programmes and encourage and require lifelong learning. To develop young talent, we provide attractive internships and opportunities for vocational training. In this regard, we collaborate with institutions such as the Technical School Complex in Tarnowo Podgórne, the Construction and Woodworking School Complex in Poznań, as well as the University of the Arts Poznań and the Poznań University of Life Sciences.

Goal 8: Promote Sustained, Inclusive, and Sustainable Economic Growth, Full and Productive Employment, and Decent Work for All People

Sustainable economic growth requires societies to create conditions that enable people to have high-quality jobs that drive the economy without harming the environment. New job opportunities should be created, and decent working conditions should be ensured for the entire working-age population.

8.3 Promote development-oriented policies that support productive activities, the creation of decent jobs, entrepreneurship, creativity, and innovation. Encourage the formalisation and growth of micro, small, and medium-sized enterprises, including through access to financial services.

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and ensure equal pay for work of equal value.

8.6 Substantially reduce the proportion of youth not in employment, education, or training.

8.8 Protect labour rights and promote safe working environments for all workers, including migrant workers, particularly women migrants, and those in precarious employment.

What we do:

Our priority is to care for the development, comfort, and safety of our employees. We offer them a series of training sessions and meetings to enhance their knowledge and professional skills. We also organise various integration events for our employees. We listen to their needs and respond to them as much as possible. We provide a safe and comfortable working environment.

We are committed to supporting the local community and educating young people. In this regard, we collaborate with organisations such as the Centre for Democracy and Civic Integration, the Municipality of Tarnowo Podgórne, the Tarnowo Entrepreneurs Association, as well as the Technical School Complex in

Tarnowo Podgórne, the Construction and Woodworking School Complex in Poznań, the University of the Arts Poznań, and the Poznań University of Life Sciences.

Long-term, trust-based relationships with our suppliers, including the existing Supplier and Partner Code of Conduct, help us extend our value chain and promote and enforce applicable social and environmental standards.

Goal 9: Build Resilient Infrastructure, Promote Inclusive and Sustainable Industrialisation, and Foster Innovation

In many countries, investing in infrastructure—such as transport, irrigation systems, energy, and information and communication technologies—is essential for achieving sustainable development and strengthening entire societies. It has long been understood that productivity and income growth, improved healthcare, and better education depend on investing in infrastructure.

Technological advancement, including increased material and energy efficiency, is fundamental to efforts aimed at achieving environmental goals, such as reducing carbon emissions during manufacturing processes. Without technology and innovation, there will be no industrialisation, and without industrialisation, there will be no development.

Greater investment in advanced technologies is necessary to enhance the efficiency of manufacturing production.

9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally friendly technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

What we do:

We invest in new infrastructure, incorporating sustainable development principles. We have installed a photovoltaic system on our factory premises, which helps us reduce CO2 emissions. We are modernising our machinery and production processes. Our products are made from high-quality raw materials, which enhances their quality and durability. We identify and measure the carbon footprint of our products, making this information available to interested parties.

Goal 12: Ensure Sustainable Consumption and Production Patterns

Sustainable consumption and production are linked to promoting efficient energy and resource use, sustainable infrastructure, access to basic services, decent jobs, including in the environmental sector, and improved quality of life. Using such patterns helps achieve development plans, reduces economic, environmental, and social costs, enhances economic competitiveness, and limits the scale of poverty.

Sustainable consumption and production aim to "do more and better with less." This leads to increased net benefits from economic activities by reducing resource use, degradation, and pollution, while simultaneously improving the quality of life.

Sustainable consumption and production require a systematic approach and cooperation among entities across the entire supply chain, from producers to consumers. This process involves educational and other activities for consumers to raise their awareness of sustainable consumption and related lifestyles, including information campaigns on product standards and labelling, and engaging consumers in public procurement issues.

12.2 By 2030, achieve the sustainable management and efficient use of natural resources.

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.

What we do:

We manage the raw materials used in our furniture production efficiently. We practice responsible waste management and collaborate with reputable partners in this regard. We have our own wastewater pre-treatment facility. We are continuously modernising our machinery and optimising our production and logistics processes.

Goal 13: Take Urgent Action to Combat Climate Change and Its Impacts

People are experiencing severe effects of climate change, including shifting weather patterns, rising sea levels, and extreme weather events. Human activities continue to increase greenhouse gas emissions, which drive climate change. Greenhouse gas emissions have never been higher.

Combating climate change is a global challenge that does not recognise national borders. Greenhouse gas emissions anywhere on Earth affect people everywhere. This issue requires coordinated cooperation and solutions developed at the international level. Only in this way can we help developing countries transition to a low-emission economy.

13.3 Enhance education, awareness, and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.

What we do:

We have installed a photovoltaic system on our premises, which allows us to generate energy from renewable sources. We purchase so-called green energy and hold a Green Energy Certificate.

For packaging and shipping our furniture, we use cardboard packaging made from environmentally friendly and recyclable materials. By optimising the packing process for our furniture, we reduce the use of plastic film.

Our factory is equipped with three strapping machines. By using straps made from 100% recycled materials, we have significantly reduced the use of adhesive tape previously used for packaging furniture.

We collaborate with certified suppliers for sourcing and disposing of raw materials.

Our goal is the systematic and continuous improvement of environmental management at the operational level by complying with legal environmental requirements, meeting customer demands, and fulfilling other environmental commitments, including those stemming from ISO 14001 standards.

We conduct regular education to increase environmental awareness among our employees.

We regularly monitor the compliance of our Integrated Management System with applicable regulations in this area.

We also continuously identify areas for improvement in the technical and organisational procedures we apply.

Goal 17: Strengthen the Means of Implementation and Revitalize the Global Partnership for Sustainable Development

The successful implementation of the 2030 Agenda for Sustainable Development requires partnerships between governments, the private sector, and civil society. These inclusive partnerships should be built upon principles and values, a shared vision, and shared goals that put people and our planet at the centre of efforts. We need such partnerships at global, regional, national, and local levels.

Urgent action is needed to mobilise, redirect, and unlock resources in the private sector to harness their transformative power to achieve the Sustainable Development Goals. Long-term investments, including foreign direct investment, are needed in critical sectors, especially in developing countries.

17.16 Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology, and financial resources to support the achievement of the Sustainable Development Goals in all countries, particularly developing countries.

What we do:

We are a member of the ProProgressio club. We actively participate in industry events as experts, sharing our knowledge, experience, and approach to ESG (Environmental, Social, and Governance). We engage in local initiatives and research projects.

We share our best practices by posting descriptions of our initiatives on our website, on social media, in industry press, and in the "Responsible Business in Poland" report.

Integrated Management System Policy „BALMA” SA

The main goal of Fabryka Mebli BALMA S.A. - an organisation with over 40 years of experience - is to ensure the top quality of its products and to meet its clients' highest demands.

This vision has been supported by the Integrated Management System, based on ISO 9001 and ISO 14001 standards, which is continuously being improved and adjusted to the current market demands.

Our continuous striving for the improvement of our activities, development of the technologies applied and introducing modern solutions meets the requirements of the Polish legal system and international law as well as ensures a safe and healthy environment for the workers and inhabitants of Tarnowo Podgórze.

We strive to reduce the waste generated and to reduce pollution, mainly dust pollution, by making use of the latest technologies, by purchasing new equipment and machines, and by implementing environmental protection technologies. We place special emphasis on reducing pollution connected with furniture punching, varnishing and painting processes.

We carefully select raw materials and components used to manufacture our products to ensure their high quality and to comply with the strict environmental standards at each stage of our activities.

We meet our clients' requirements by designing and making furniture whose features and ergonomics stand out in the market. The modern design and furniture systems solutions are the result of the close cooperation between designers and experienced workers. It is this synergy that enhances competitiveness and guarantees top quality and ergonomics of our furniture.

The Integrated Management System is compliant with international management standards and is an everyday practice within our activities in order to increase customer satisfaction and to maintain the highest standards of health and environmental protection.