

# Company Sustainability Policy

## Policy Statement:

At Halny Tech Ltd, we are deeply committed to operating as a responsible and sustainable business that contributes positively to the environment, society, and the communities we serve. Our Sustainability Policy outlines our principles, goals, and actions aimed at minimizing our environmental footprint, promoting social well-being, and driving sustainable practices across our operations.

## Scope:

Company sustainability refers to our proactive efforts to source products, services, and solutions, and to run our business in an environmentally and socially responsible way.

## Principles:

1. *Environmental Stewardship*: We recognize the critical importance of safeguarding our environment and addressing climate change. We are dedicated to reducing our greenhouse gas emissions through energy efficiency and renewable energy adoption.
2. *Responsible Sourcing*: We are committed to sourcing materials, products, and services in a way that respects human rights, reduces environmental impact, and supports local economies. Our actions include prioritizing suppliers who adhere to ethical labour practices, human rights standards, and environmental regulations.
3. *Social Responsibility*: We value our role in society and are dedicated to making a positive impact on the well-being of our employees, customers, and communities. Our efforts include ensuring a safe and inclusive workplace that fosters diversity, equal opportunity, and employee well-being.
4. *Innovation and Product Responsibility*: We commit to fostering innovation that addresses sustainability challenges and develops products and services with positive social and environmental impacts. Our initiatives include investing in research and development to create more sustainable, energy-efficient, and eco-friendly products and services.
5. *Employee Engagement*: We believe that our employees are integral to our sustainability journey. We encourage innovative ideas and suggestions from employees that promote sustainability in our operations.

**Continuous Improvement:**

We recognize that sustainability is an ongoing journey, and we are committed to continuous improvement

We are committed to adhering to all relevant environmental, social, and governance regulations and standards. We hold ourselves accountable for upholding the principles of this Sustainability Policy and continuously improving our sustainability performance.

**Date:** 23 September 2021

**Authorized by:** Jakub Konecki

**Position:** Director