

## HOWAG POLICY

HOWAG develops, manufactures and trades in cables, electrical materials and related products in the field of communication technologies, technology for the electrical and other industries. In addition to the main activities, we also offer related services.

- ✓ The portfolio of our products and services actively follows the needs of the client: technological; commercial and geographical. We are eager to fully understand the needs of the client and to be a professional partner in long-term cooperation.
- ✓ Carefully selected and well-trained staff provides the best in class: quality, reliable delivery, performance and adequate price for our customers. Consistent execution of orders is our priority, against which no compromise is made.
- ✓ Through close and open (transparent) contacts with our qualified suppliers, we ensure a continuous supply chain.
- ✓ To thrive with our customers, we commit to innovative solutions, continuous process improvement, product testing and reporting.

All our activities are aimed at one goal:

### Customer satisfaction.

- ✓ We strive to be leaders in providing solutions at high and the highest level of quality. The customer determines its needs, relies on the best in the class performers and on a loyal partner.
- ✓ We create and supply our cables, components and equipment based on very long experience and connections only with reliable, in our understanding suppliers.
- ✓ All our employees observe: ethical behavior, environmentally friendly and compliant with industrial safety.
- ✓ Our company offers appropriate salaries and an occupational pension scheme, perceiving it as an investment in our future.
- ✓ Our employees are educated and trained to the highest professional standards and each person is certified by an independent institution.
- ✓ We are committed to complying with applicable legislation, applicable to the quality of our products produced, environmental protection, health and safety at work. We have created the necessary conditions for safe work and appropriate motivation of our co-partners.
- ✓ The management is motivated to achieve continuous development and improvement of the presented integrated management system in all main aspects.

We strive to provide the following key commitments:

- ✓ Execution of activities related to environmental protection, including pollution prevention, sustainable use of resources, mitigation and adaptation to climate change and protection of biodiversity and ecosystems;
- ✓ Providing measures for Health and Safety at Work to prevent possible incidents, accidents and diseases caused by the main activity of the company, as well as eliminating the dangers and reducing the risks for Health and Safety at Work;
- ✓ Ensuring conditions under which employees or their representatives participate in the decision-making processes related to the Health and Safety at Work;
- ✓ Continually improving the efficiency and effectiveness of IMS by improving quality of products and services, environment protection and ensuring Health and Safety at Work within the scope of definitions and context of the company.