

# Sustainable Development Policy

**Admill Sp. z o. o.**

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## 1. Introduction

Admill Sp. z o. o., as a responsible and modern manufacturer of specialist components for the aviation industry and the defence sector, fully recognises the importance of sustainable development as the foundation for long-term company success. We believe that caring for the natural environment, efficient use of resources and climate protection should be integral elements of the business strategy of every conscious organisation. We believe that only such an approach will allow not only achieving economic goals, but also building lasting value for future generations.

We are committed to conducting our business in a transparent, ethical and responsible manner, with respect for the environment, human rights and local communities. We acknowledge the global challenges of climate change, depletion of natural resources and environmental degradation, therefore our policy is based on four key pillars:

- Sustainable environmental development,
- Reduction of greenhouse gas (GHG) emissions,
- Efficient energy management,
- Water management and protection.

We strive to ensure that our activities are consistent with industry best practices, national and EU requirements, and international sustainable development standards, including the goals of the UN 2030 Agenda.

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## 2. Environmental Sustainability

As part of its environmental responsibility, Admill Sp. z o. o. operates in accordance with the principles of the circular economy (CE), which assumes the maximum use of materials and the reduction of waste generation to a minimum. Our approach assumes:

- **Use of eco-friendly materials** – we give priority to suppliers who offer raw materials with certificates confirming their ecological origin (e.g. REACH, RoHS , ISO 14001).
  - **Segregation and recovery of raw materials** – all production waste is classified, weighed and recorded in the BDO system (Waste Database), which allows for transparent control of their further management.
  - **Waste minimization** – we optimize production processes using modern planning methods to reduce material losses and rejects.
  - **Monitoring environmental impact** – we conduct regular internal and external audits and use environmental indicators that allow us to evaluate and improve our activities.
  - **Education and engagement** – we organise training for employees and information campaigns, promoting pro-ecological attitudes and behaviours in the workplace.
  - **Collaboration with partners** – we strive to build a responsible value chain through collaboration with suppliers and customers, promoting common environmental standards and ecological innovations.
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## 3. Reduction of greenhouse gases (GHG)

Aware of the growing role of businesses in combating climate change, we are taking concrete steps to reduce greenhouse gas emissions, both direct ( Scope 1 and 2 emissions) and indirect ( Scope 3). In this regard:

- **We are modernizing our machinery park** by investing in energy-efficient, modern metalworking equipment with lower energy consumption and emissions.

- **We optimize transportation** by planning logistics routes, consolidating deliveries and using means of transport with a smaller carbon footprint.
  - **We develop renewable energy sources** – we install photovoltaic panels and analyze the possibility of using heat pumps and recovering process heat.
  - **We fulfil reporting obligations** – we conduct reporting in the KOBiZE and OPAK systems, and we also meet EU requirements under the CBAM mechanism (Carbon Border Adjustment Mechanism ).
  - **We conduct information and training campaigns** – we explain to employees the importance of GHG emissions, their sources and ways to counteract them, encouraging daily involvement.
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#### 4. Energy Reduction Program

Energy efficiency is a key element of our environmental strategy. We manage energy consumption in a thoughtful and systematic way, implementing, among others:

- **Modern LED lighting systems** , with motion sensors and intelligent time control, both in production halls and offices.
- **Building modernizations** – insulation of halls, replacement of windows and doors, use of energy-saving HVAC solutions (heating, ventilation, air conditioning).
- **Selection of efficient devices** – purchase and operation of machines with energy class A++ or higher and use of devices with an energy recovery function.
- **A systematic approach to energy management** – we implement standards, set annual and quarterly goals and analyze data from energy meters.
- **Employee engagement** – we run initiatives and ideas programmes, rewarding innovative ways of saving energy in everyday work.

Through continuous technological and organizational improvements, we strive to significantly reduce primary energy consumption and reduce operating costs.

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## 5. Water Management Program

Water resources are a common good, the protection of which is our priority. Therefore, we implement solutions aimed at:

- **Monitoring water consumption** – we use digital meters and regularly analyze water consumption data.
  - **Closed water circuits** – where possible, we introduce process water recirculation technologies, limiting the intake from external sources.
  - **Early leak detection system** – regular inspections of water and sewage installations and quick response to irregularities ensure reduction of losses.
  - **Employee education** – we run campaigns to raise awareness of the need to save water and its importance for the environment.
  - **Collaboration with industry experts** – we analyze the possibilities of implementing water treatment technologies, precipitation retention and stormwater management.
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## 6. Final provisions

The Admill Sp. z o. o. Sustainable Development Policy is the basis for all strategic decisions made in the field of environmental protection and sustainable development. It is a dynamic document that is subject to regular review - at least once a year - in the context of changes in legislation, technology and emerging industry best practices.

This document is publicly available to all company employees and external stakeholders, including customers, contractors, public administration bodies and local communities.

The Management Board of Admill Sp. z o. o. undertakes to:

- providing the necessary resources to achieve policy objectives,
- supporting a culture of sustainable development among employees,
- reporting progress and communicating results of activities in a transparent manner,

- taking into account ESG ( Environmental , Social , Governance ) principles in decision-making.

We believe that only through the shared commitment and responsibility of all members of our organization is it possible to build a future based on balance between economic development, environmental protection and social good.

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*Admill Sp. z o. o. Management Board*