

# Sanden Manufacturing Poland Sp. z o.o.

## Social Responsibility Policy

Our business operation is based on sustainable development policy which is in short defined by SANDEN Credo:  
"Let us develop with Wisdom and Prosper in Harmony"

and practically realized through:

**"Management Principles"**, pursuing:

- Satisfying our Customers needs with high quality products
- Contribution to the social and cultural improvement of the community through business activity
- Building a company of which all are proud, through the effort of self-motivated employees.

**"Corporate Philosophy"** consisting of rules regarding ten elements in two key aspects:

**Basic Principles – universal values shared by the global community**

- 1. Good corporate citizenship and harmony;
- 2. Respect for Human Rights; 3. The Environment; 4. Corporate Ethics; 5. Safety and Health;

**Basic Stance toward Stakeholders:**

- 6. Customers; 7. Employees; 8. Shareholders and Investors; 9. Communities; 10. Suppliers

We treat stable long-term economic, social and ecological growth as a reference for all economic decisions of the company and we consider it indispensable in realization of corporate social responsibility, understood as realization of voluntary commitments towards all stakeholders – beyond the level required by law.

We offer **Employees** safe working conditions and guarantee of stable employment, and possibility of professional and personal development according to values accepted by Sanden, such as respect for co-workers, continuous improvement and teamwork.

Taking into consideration the needs of widely understood society – i.e. local community and national policy of promoting diversity and development of social capital, entrepreneurship and innovativeness - **the priorities of SMP** in corporate social responsibility are:

**>> activities aiming at employees**

- supporting maternity through implementation of mother-friendly solutions
- promotion of equal rights for men and women
- raising awareness and counteracting unwanted interpersonal behavior
- supporting employees with disabilities
- supporting sports activities of the employees
- promotion and supporting health-care activities
- supporting and promotion of pro-ecological attitudes
- encouragement for participation in cultural events in the area

**>>activities aiming at local society**

- supporting local vocational education and sharing unique technical know-how and development and practical application of innovativeness
- supporting and promotion of employees volunteering activities for local community
- supporting and promotion of charitable activities for people in need
- supporting activities and programs for improvement of safety
- supporting education and pro-ecological activities
- supporting and promotion of involvement of employees in local NGOs activities
- involvement in local activities regarding art and culture

**>> activities aiming at business partners**

- sharing good practices and experience in corporate social responsibility
- development of fair and transparent relationships with business partners taking into account Responsible Business Code.

**Scope and profile of SMP priorities in corporate social responsibility shall be set up within the framework of mid-term plan – correlated with company business plans. Top Management shall periodically review the adequacy, suitability and continuing effectiveness of this Policy.**

**Junichi Tanabe (President)**



**21.03.2018**