

## CODE ESG

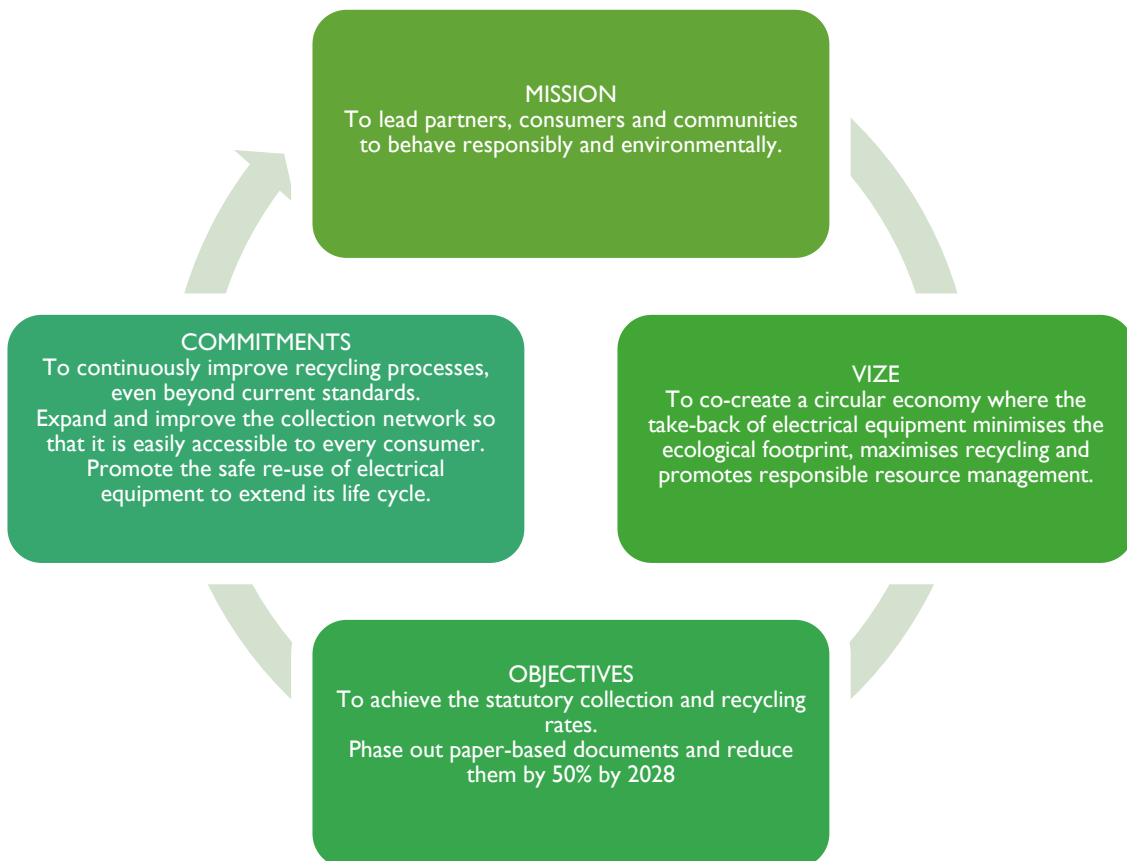
ELEKTROWIN has long been committed to the idea of sustainability and social responsibility. **The aim of this Code is to name and describe the company's established standards and commitments to its employees, partners and the wider environment in a way that is clear and unambiguous.**

### WHO ARE WE AND WHAT IS OUR MISSION?

We are a collective system that ensures the fulfilment of the obligations of producers of electrical equipment, without economic benefit to the activity. We operate on a not-for-profit basis - **our company was not founded with the aim of making a profit and all funds provided to producers are intended solely for the fulfilment of their obligations under the End-of-Life Products Act in the Czech Republic.**

**Our goal is to provide our producers and partners with quality, stability and long-term cooperation, while voluntarily committing to the principles of sustainability and corporate responsibility, including commitments to environmental protection and information security.**

*"We want to be seen as a company that effectively manages producers funds while ensuring safe and environmentally friendly recycling of their products and returning a high rate of recovered materials back into production. "*



## WHAT POLICIES AND PRINCIPLES DO WE FOLLOW?

The principles described in this document are also implemented in internal processes and built on the foundations of a long-established management system that complies with **ISO 9001 quality management system**, **ISO 14001 environmental management system** and **ISO 27001 information security management system**.

### WE INTEGRATE ESG SOLUTIONS AND PRINCIPLES INTO OUR PROCESSES THAT:

*MINIMISE NEGATIVE ENVIRONMENTAL IMPACTS*

*ARE "SMART" AND MEET THE REQUIREMENTS OF OUR CUSTOMERS AND PARTNERS*

*COMPLY WITH LEGISLATIVE REQUIREMENTS (ALWAYS AND WITHOUT EXCEPTION)*

*RESPOND TO THE LATEST DEVELOPMENTS IN DIGITALISATION, INCLUDING CYBERSECURITY*

**Related downloadable documents that describe the policies and commitments that the company, its employees**

**and management are committed to following:**

[Company policy](#) - the company's commitments in terms of service quality requirements, ensuring environmental principles and information security

[GDPR Memorandum](#) - Commitments to data protection

[Principles of conduct](#) - principles of conduct, corporate culture, anti-corruption policy - principles that employees and management commit to follow

## OUR PRINCIPLES

### MINIMISING THE IMPACT OF OUR ACTIVITIES

- We do everything we can not only to minimize the impact of our activities on the environment, but also to actively protect it, which is confirmed by the certification of our company according to the ČSN EN ISO 14001 standard.
- We convert our communication from paper to digital form as much as possible with the support of technology and especially our own information system.
- Processing is carried out in accordance with the procedures set out in the law and relevant ČSN/CENELEC standards and its own procedures that guarantee the same quality and purity of the output materials and their appropriate use. We will continuously improve our recycling processes, even beyond the applicable standards.
- We support the transformation of materials to a quality that enables their use in new products.
- We seek and support new technologies that also reduce our carbon footprint.
- We are behind new recycling initiatives and are actively involved in their development.
- Supporting the growing need for self-sufficiency and availability of materials and respond to the growing demand for recycle by **actively supporting the development of recycled products**.

### WE MEET OUR OWN AND STATUTORY ENVIRONMENTAL OBJECTIVES

- **We are achieving our collection and recycling rates.**
- We have a comprehensive and above-the-law collection network, which we are continually expanding.
- We are strengthening our own infrastructure of collection bins to ensure convenient, safe and hassle-free return of discarded electrical equipment.
- We inform and guide consumers, partners and communities to behave responsibly and environmentally.

### WE INFORM ABOUT ENVIRONMENTAL ASPECTS AND ENVIRONMENTAL PROTECTION

**We measure the environmental impact of our activities**

and communicate the results to our partners and customers.

**We send** our partners and customers **a certificate** that certifies their environmental contribution and serves as a basis for their own assessment of environmental benefits. In accordance with the law and our own objectives, **we raise awareness of take-back**. We have set up a dedicated website [www.zaostrenonaelektro.cz](http://www.zaostrenonaelektro.cz) where consumers can find information on the take-back of electrical equipment.

We organise campaigns to raise awareness about take-back.

We are involved in training municipalities, organising seminars for producers, participating in events for retailers and providing them with information materials.

### QUALITY GUARANTEE

Already in 2008, we have implemented an integrated management system that permeates all our activities, which is confirmed by our certification according to ČSN EN ISO 9001 - quality management system.

We have an expert team of our long-term employees with low/zero fluctuation.

We perform our duties for our producers with professional care and continuous education.

As the only collective system from the Czech Republic we are a member of [the WEEE forum](#) and thus use information and experience from all over Europe

### PRO-CUSTOMER SOLUTIONS AND FLEXIBILITY

- We are constantly improving our services and always looking for solutions that are in line with our other company policies, such as our emphasis on environmental protection and cyber security.
- We have seamlessly accessible, qualified and actively supportive customer service.
- We support equal access to our producers and long-term cooperation.
- We transmit information transparently.

## STABILITY

- We have a long-term financially stable system built on existing, **high and long-term financial reserves** - we adhere to strict conditions for their safe storage and management.
- **Long-term experience is credited to uniformly established contractual relationships with suppliers** who contribute to the fulfilment of the obligations of manufacturers of electrical equipment.
- We work with processors who meet the legal requirements for use and regularly monitor their activities,
- **We regularly conduct tenders** for suppliers and service providers with the aim of minimising costs while maintaining all legal conditions and standards.

## ACCOUNTABILITY AND TRANSPARENCY

- Our employees and management are committed to acting fairly and professionally in **accordance with legal and ethical principles**.
- **We do not tolerate or support** any behaviour that involves **corruption, bribery** or the appearance of corruption.
- **We take care to protect information and personal data**. When collecting, using, storing and disposing of data, we follow the applicable regulations.
- **We publish information on the full results of our activities in a transparent, regular and timely manner**.

## DIGITISATION, INNOVATION AND CYBERSECURITY

- **We ensure safe protection of sensitive data of each participant** - the system of data protection and security is certified according to ISO 27001.
- All of our **processes are fully integrated in our own information system** developed on the basis of legislative requirements, our own experience, the experience of our customers and our other partners.

## RESPONSIBILITY AND COOPERATION

**Recycling or Let's clean up the world** - PROJECT FOR CHILDREN AND YOUTH aged 3 to 18 years. Children in more than 4,000 participating schools are encouraged to take responsibility for the proper management of old appliances.

**Recycle with Firefighters** is a socially very positive project providing take-back especially in very small municipalities with up to 1500 inhabitants. Volunteer firefighters are very positively perceived by the general public for their traditional contribution to the protection of people and property, as well as to the education of children and youth.

**The "I'm Back" project** gives a second chance to end-of-life appliances. Returned but fully functional appliances are checked by a service technician who then guarantees their safety. The inspected appliances are handed over to the social sector free of charge.

We help municipalities to educate their residents by supporting **advertising in local periodicals**.

## Employment of the disadvantaged

**Sheltered workshops** - **we actively support** cooperation with processing companies that employ people with disabilities.

One of our processors **is a major employer of people in prison**. Employment of these persons is strictly voluntary supported by the state in the Czech Republic and is perceived as **part of social responsibility**.

We work with government organisations and promote dialogue to share relevant information.

We support development, research and innovation that leads to innovative solutions to environmental challenges.

Since the beginning of our operation, we have considered cooperation with municipalities as the most important step in transferring the responsibility for e-waste and its financing from municipalities to producers.

## OUR EMPLOYEES

We value our employees, and that's why we start with our own responsible behaviour.

We provide working conditions for efficient work in accordance with the needs of our employees.

Our goal is to provide an environment to create an expert and creative team.

We do not tolerate any form of discrimination or inappropriate behaviour in the workplace.

We provide opportunities for employee training and development.

Our employees and management are committed to ethical behaviour - the principles are set out in our [Code of Conduct](#).

## EVALUATION - ESG REPORTING

We are preparing assessments, data and information relating to ESG reporting from 2025 to provide to our partners as part of our annual report. The results of our measurements to date, including the **environmental impacts of our operations**, are available on our website [at www.elektrowin.cz](http://www.elektrowin.cz). **We send** our partners and producers **a certificate electronically**, which also certifies their contribution to the environment for the past year.