

# MANAGEMENT POLICY



AMICA GROUP

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## **AMICA Group**

**Our ability to quickly respond to customer needs makes us an important supplier for a wide range of home appliances worldwide.**

**We focus on continuous improvement of customer satisfaction and effectively tailor business processes and structures to the market challenges, while creating value for shareholders, employees and local communities, taking into account the highest standards in terms of quality, environment and safety in particular sectors of our operations:**

- FINANCE**
  - Achievement of the planned EBITDA performance.
  - Effective management of the group's working capital.
  - Systematic increase of performance across the entire organization.
  - Minimizing the Group's financial risk.
  - Provide resources necessary to achieve the objectives of the Management Policy.
- CUSTOMERS**
  - Offering modern and user-friendly household appliances.
  - Building strong regional brands in key markets.
  - Working closely together and ensuring a high level of service to become an important trading partner in strategic markets.
- COMPLIANCE**
  - Observance of applicable legal requirements and compliance obligations in planning and implementation of our activities on the road to success in domestic and international business.
  - Participation in partnership development of and compliance with applicable legal regulations regarding the conformity assessment of our products.
  - Adherence to the corporate governance rules – "Best Practice for WSE Listed Companies".
  - Implementation and execution of the objectives of the Policy Compliance.
- INTERNAL PROCESSES**
  - Development of complete proprietary product lines of kitchen appliances.
  - Effective maintenance and repair service.
  - Production efficiency improvement.
  - Implementation of digitalization and robotization at all levels of the Company's operations in the framework of Amica 4.0 Project.
- SUSTAINABLE DEVELOPMENT**
  - Building a culture open to changes by promoting proactive approach, entrepreneurship, knowledge sharing and innovation.
  - Developing motivated staff capable of facing Amica Group's future challenges.
  - Effective management strategy implementation.
  - Continuous improvement of the Integrated Management System to enhance quality, environment and safety performance.
  - Implementation of activities in the area of Environmental, Social & Corporate Governance (ESG).
- ENVIRONMENT**
  - Optimization in all environmental impact areas, pollution control, professional development of corporate relationships with business, social and environmental circles as well as development of grassroot initiatives and sustainable development standards.
  - Improved management of the life-cycle of products, taking into account the principles of eco-design, energy efficiency and recycling in the light of the manufacturer's responsibility for the product.
- SAFETY**
  - Ensuring compliance of manufacturing processes and products with the principles of safety and ergonomics in the work environment and at the consumer.
  - Continuous development of systematic actions designed to prevent accidents and occupational nuisance and aimed at eliminating threats and reducing risks.
  - Raising employee awareness to influencing the growth of safety culture at the company.
  - Consulting with employees on safety issues.

Jacek Rutkowski

**President of the Management Board**

**May 2021**

