ESG STRATEGY 2025-2030

APER SOLUTION Sp. z o.o.

Łódź, 2 January 2025

Introduction

In the face of growing social responsibility and global environmental challenges, Aper Solution Sp. z o.o. has a special role to play in the process of sustainable development. The use of effective technological solutions, optimisation of resource management processes and the introduction of pro-environmental measures are becoming crucial both from an operational perspective and for long-term success in the electrical installation market. By implementing an ESG strategy, an electrical installation company not only adapts its activities to market standards but also creates a responsible image by committing to improving the quality of life of its employees, customers and the environment.

As part of the strategy, the organisation has focused on three key areas that will form the foundation for the company's long-term development:

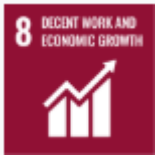
1. **Aper Solution cares about the environment**
2. **Aper Solution cares about society and its employees**
3. **Aper Solution as a responsible business**

The aim of these activities is to minimise the impact of the company's operations on the natural environment, improve the quality of life of our employees and the communities in which we operate, and strengthen our position as a responsible leader in the electrical installation industry. We strive to make our company an example of a modern organisation that combines efficiency with responsibility.

By systematically pursuing these goals, the company will be able to effectively reduce its carbon footprint, improve energy efficiency and increase social engagement, while building longterm value and competitiveness in the electrical installation market.

APER SOLUTION CARES ABOUT THE ENVIRONMENT					
Scope	**Objective**	**Actions**	**KPI**	**Time Frame**	**SDGs**
ENVIRONMENT	**Reduction of energy consumption**	Reduce electricity consumption by 10% compared to 2024 per employee; introduce energy-efficient technologies, LEDs, energy consumption monitoring.	Reduce energy consumption by 10% per employee in 2025 (compared to 2024)	By the end of 2025	
	Reduction of water consumption	Installation of water-saving devices, water audits, promotion of water conservation in the office.	Reduction of water consumption by 10% per employee in 2025 (compared to 2024)	By the end of 2025	
	Reduction of carbon footprint	Carbon footprint audit, renewable energy, transport fleet optimisation.	Reduce carbon footprint by 30% by 2030, according to data calculated in 2024.	By the end of 2030	
	Car fleet	100% EURO 6 cars, replacement of at least 1 car with an electric vehicle; gradual replacement of the fleet, charging stations.	Replacement of 10% of the fleet with electric vehicles by 2030	By the end of 2030	
	Office paper and materials	100% recycled paper, 20% reduction in paper consumption through electronic document circulation	20% reduction in paper consumption compared to 2024	By the end of 2025	
	Cleaning products	Use of eco-friendly cleaning products and biodegradable bags.	100% biodegradable cleaning products and bags	By the end of 2025	

APER SOLUTION CARES ABOUT SOCIETY AND ITS EMPLOYEES

Scope	Objective	Actions	KPI	Timeframe	SDGs
SOCIAL RESPONSIBILITY	**Safety and health**	0 accidents at work, 0 health and safety violations; health and safety training, safety audits, fire and chemical spill simulations	0 accidents at work, 100% health and safety training for employees	By the end of 2025	
	Employee engagement and satisfaction	Suggestion system, quick response to reports, regular satisfaction surveys.	100% of employees respond to reports in the suggestion system	By the end of 2025	
	Gender equality	At least 30% of women in senior management positions; mentoring, equal opportunities training, promotion of women in recruitment	Achieving 30% women in senior management positions	By the end of 2030	
	Support for people with disabilities	At least 2 activation workshops for persons with disabilities; organisation of professional activation programmes.	Organising at least 2 workshops for people with disabilities per year	By the end of 2027	
	Integration of employees	At least 2 integration trips; organising integration events and activities that promote team building	Conducting at least 2 integration meetings per year.	By the end of 2026	
	Training for leaders	Leadership Academy; leadership development programmes, training in motivation and team management.	Organisation of at least 4 training courses for managers per year.	By the end of 2026	
	Promoting a healthy lifestyle	The "Fit Company" programme; organising sports, nutrition and wellness events.	Organising at least 4 annual events promoting a healthy lifestyle.	By the end of 2027	
	Psychological support for employees	Providing access to a psychologist, organising personal development workshops	100% of employees covered by psychological support, organising at least 2 workshops per year.	By the end of 2028	

APER SOLUTION BUSINESS RESPONSIBILITY

Scope	Objective	Actions	KPI	Timeframe	SDGs
CORPORATE GOVERNANCE	**Code of Ethics**	Development and implementation of a code of ethics.	Development and implementation of a code of ethics in the company.	By the end of 2025	
	Counteracting corruption, discrimination and mobbing	Internal training on combating corruption, discrimination and mobbing.	100% of employees trained in ethics and counteracting corruption, mobbing and discrimination	By the end of 2025	
	Diversity policy	Implementation of a diversity policy and training in this area; integration of people from different backgrounds.	Increase the number of diversity training courses by 10% in 2025.	By the end of 2027	
	Reports of ethical violations and corruption	Developing a policy for reporting violations, ensuring anonymous reporting channels.	0 reports of ethical violations and corruption in procurement and sales processes.	By the end of 2025	
	Compliance with legal regulations	Regular compliance audits, legal training for employees	No irregularities by external institutions	By the end of 2026	
	Joining the ECOVADIS rating	Registering the company with the ECOVADIS rating system, obtaining a rating of at least "Silver"	Obtaining at least a "Silver" ECOVADIS rating in the first year	By the end of 2025	
	Joining the UN Global Compact initiative	Signing the UN Global Compact Declaration, incorporating the principles into the company's daily operations, reporting on progress.	Joining the UN Global Compact, annual reporting on CSR activities	By the end of 2026	
	ISO 14001 and 45001 certification	Implementation of environmental management systems (ISO 14001) and occupational health and safety management systems (ISO 45001), preparation of documentation and audits.	Obtaining ISO 14001 (environmental management) and ISO 45001 (health and safety) certification.	By the end of 2026	

Completion

The implementation of the ESG strategy at APER SOLUTION Sp. z o.o. is a step towards a future in which responsibility for the environment, society and transparency of management processes become the foundation for success. Key objectives related to improving energy efficiency, reducing resource consumption and creating a work environment based on equality and integration are aimed not only at meeting market requirements, but also at strengthening the company's position as a responsible industry leader.

By implementing specific measures and monitoring results in the form of KPIs, APER SOLUTION Sp. z o.o. will be able to continuously improve its business practices, achieving measurable results in terms of environmental protection, improving the quality of life of its employees and building long-term value. The implementation of the ESG strategy will benefit not only the organisation itself, but also its stakeholders, including customers, business partners and the local community, contributing to the common goal of sustainable development. We are convinced that the implementation of our ESG goals will not only help us achieve economic success, but also contribute to creating a better world where care for people and the planet goes hand in hand with innovation and responsible management.

Łódź, 2 January 2025