

POLICY OF FM POLSKA SP. z o.o.

Our primary goal is to be a recognized leader of a sustainable omnichannel supply chain. As a proactive business partner, we offer and implement comprehensive solutions throughout the entire supply chain. We ensure continuity and the highest standard of services provided, in full compliance with our Customers expectations.

This Policy provides the framework for setting our Integrated Management System objectives, and as an organization, we undertake to:

- Comply with **legal requirements and internal regulations and as expectations of stakeholders as well.**
- **Actively participate** in implementing, supervising and improving the Integrated Management System encompassing the following standards: **ISO 9001, ISO 14001, ISO 45001, ISO 27001, HACCP, IFS Logistics, BRC, ISO 13485, GMP, GHP, GDP, BIO** as well as other standards that are relevant to the development of the Integrated Management System, including the culture of food safety. We also met the requirements of **ECOVADIS, LEED GOLD and SILVER, AEO-F, HVO and SEDEX.**
- **Provide adequate resources** required to develop, implement, maintain and improve the Integrated Management System.
- **Manage risk** in a systematic process of identifying, assessing, controlling and communicating an analysis of threats and opportunities for processes in the organization within the Integrated Management System.
- **Continuous improvement of Food Safety Culture and Food Defense** and meeting the related requirements by providing safe, authentic, and legally compliant services of specified quality in units handling food products. Ensuring that product safety culture objectives include communication of product safety principles and responsibilities, training, employee feedback on food safety issues, and performance measurement.
- **Guaranteeing the integrity and quality** of medicinal products and medical devices at particular stages of trading in goods within the organization and during activities subcontracted to external entities by monitoring causes of potential threats to goods in accordance with the principles of the Integrated Management System.
- **Consciously work with Clients** on the consistency between the development of the company, care for the natural environment and the development of the community we live in as part of sustainable development.
- **Take care of the natural environment** and improve environmental impacts through using buildings and cooling units designed with the use of environmentally-friendly technologies for our activities as well as through preventing pollution by gradually replacing our car fleet in the transport process with a fleet generating smaller amounts of CO₂. Prevent emergencies and minimize their impact on nature, conduct effective waste management, use natural resources in a sustainable manner by reducing the consumption of paper, electricity and fuels.
- **Eliminate hazards and reduce OHS-related risks in order** to ensure the best working conditions possible by preventing accidents at work, near-misses among our employees and partners working in our units as well as to prevent occupational diseases among our employees and those providing services at our request.
- **Obligate our employees** or their representatives to consult and cooperate for the benefit of the Integrated Management System.

This policy is known and has been communicated to all employees, suppliers and other stakeholders.

Managing Director – FM Logistic Central Europe



Thierry Labrosse, date: 30.03.2026

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