



MakoLab S.A.

Environmental Policy

07.06.2023

MakoLab S.A. Integrated Management System



MakoLab S.A., hereinafter also ‘MakoLab’ and ‘the Company’, has implemented, and now maintains and improves, an Integrated Management System which accords with the following standards:

PN-EN ISO/IEC 27001:2017-06/Ap1:2019-12
Information Technology. Security Techniques.
Information Security Management Systems.
Requirements
(hereinafter ISO/IEC 27001)

PN-EN ISO 9001:2015-10/Ap1:2017-08
Quality Management Systems. Requirements
(hereinafter ISO 9001)

PN-EN ISO 14001:2015-09/Ap1:2018-11
**Environmental Management Systems.
Requirements with guidance for use
(hereinafter ISO 14001)**

PN-ISO 45001:2018-06/Ap1:2020-1
Occupational health and safety. Requirements with
guidance for use
(hereinafter ISO 45001)

Integrated Management System Policy

Our Integrated Management System Policy was established by the MakoLab S.A. Management Board. We carry out our policy and business strategy by attaining the following goals:

- **implementing, maintaining and continually improving the Integrated Management System**, which is based on the ISO 9001:2015, ISO/IEC 27001:2017, ISO 14001:2015 and ISO 45001:2018 standards;
- **ensuring that we operate in accordance with the applicable laws and other obligations incumbent on the Company;**
- **guaranteeing an appropriate level of quality for our processes and information security in designing, creating, developing, maintaining and providing technical support for the solutions offered by the Company;**
- **analysing risks and opportunities in respect of identifying processes and using the results of the analyses for the purposes of process management and optimisation;**
- **making collaboration, support and mutual development with our partners and suppliers inherent to the policy in order to meet new technical and technological challenges in the IT sector;**

Integrated Management System Policy

- **developing our staff members' skill sets and shaping their awareness of quality**, information security, occupational health and safety and environmental protection;
- **ensuring a state of readiness to act in situations critical to the security of the Company**, its clients and the information it holds and has been entrusted with;
- providing safe and healthy working conditions for members of staff. This includes working with staff representatives on preventing injuries and other work-related health problems;
- **building our staff members' awareness among of environmental impact and responsibility for environmental protection. We work together on reducing negative effects on the environment, preventing pollution, minimising the quantity of waste we generate and the responsible use of natural resources.**

Environmental Policy



At MakoLab, environmental management is an essential part of our Integrated Management System.

The purpose of the Integrated Management System (IMS) at MakoLab is to ensure an appropriate level of quality for the services we provide, information security, occupational health and safety and **environmental protection**. It also incorporates shaping the attitudes of our staff.

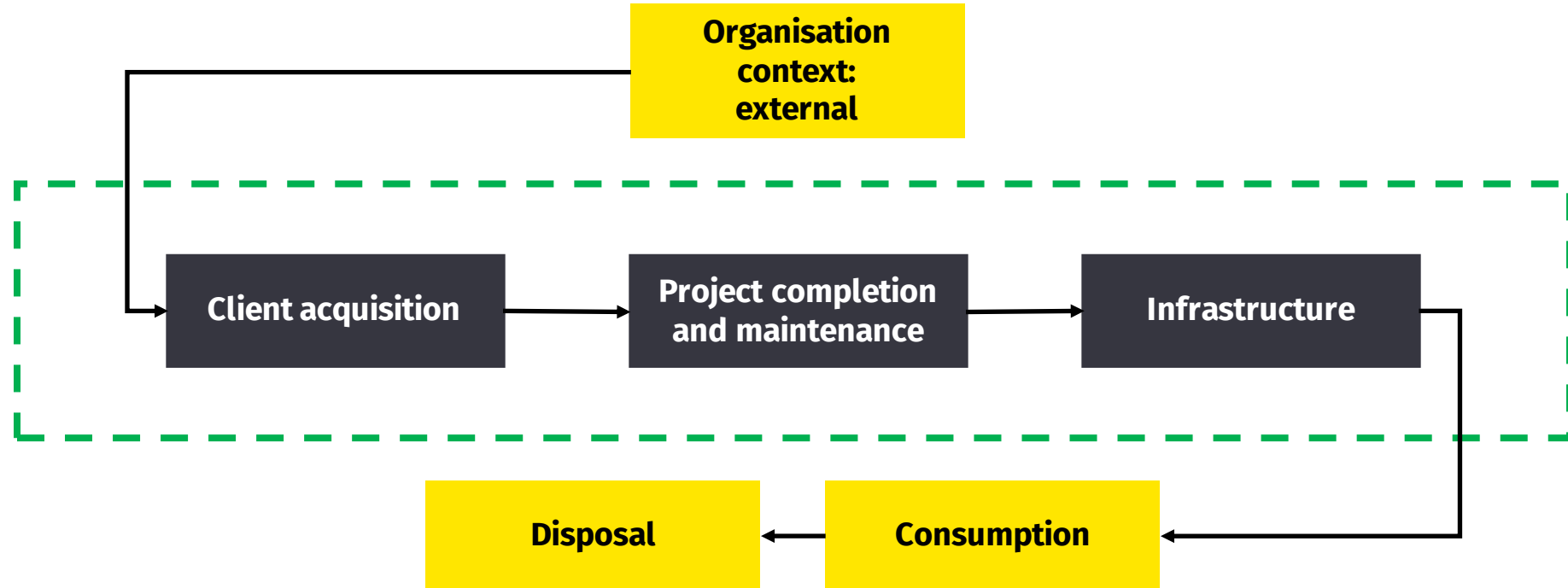
The scope of the IMS encompasses designing and producing software, its maintenance and technical support, data centre collocation and hosting services and creative and marketing Internet services, as well as processing data and information relating to the services we provide.

In order to ensure the widest possible identification of the potential and real impacts of our operations on the environment, the Company has defined a product/service life cycle. Points on the cycle have been assigned processes which have an effect on the environment.



Environmental management

The impact of processes on the environment



Integrated Management System Policy

- The management board supports activities designed to achieve environmental goals and provides the indispensable resources, creating conditions for ongoing improvement.
- All the staff identify with Company's policy and goals and declare their full involvement in reaching the goals and acting in accordance with the processes which have been established.



Environmental Policy

At MakoLab, we work together on:

- reducing negative impacts on the environment, including air quality;
- preventing air pollution;
- minimising the quantities of waste generated;
- using natural resources responsibly.

Environmental aspects

Environmental aspects are those elements of an organisation's operations, products and services which can interact with the environment.

The management of environmental aspects encompasses the following activities:

- identifying environmental aspects;
- analysing their impact on the environment and their classification;
- conducting risk analyses and planning preventative and corrective measures and correction;
- measuring and monitoring;
- assessing conformity in respect of the established requirements, including legal requirements;
- reviewing environmental aspects;
- establishing, reviewing and updating processes with significant environmental aspects;
- planning action to be taken should an emergency arise.

Environmental Policy

The identification of environmental aspects is carried out by a designated team under the direction of the Integrated Management System Proxy. The team takes into consideration:

environmental aspects:

- gas and dust emissions
- impact on air quality
- water use and wastewater generation;
- use of land and its contamination;
- use of natural resources and raw materials;
- municipal waste and recycling possibilities;
- questions relating to the local community and society.

system-related questions:

- environmental risks and opportunities set out in the environmental section of the risk assessment;
- normal and abnormal functioning conditions, including changes and emergencies.

other matters which have an impact on the functioning of the organisation, such as financial image-related questions like power consumption and the costs arising from it or building a pro-ecological image.

Environmental Policy

The management of environmental aspects is supervised by the Integrated Management System Proxy.

Environmental goals are established by the IMS Proxy, in collaboration with the heads of various teams, on the following basis:

- identifying and assessing environmental aspects;
- identifying the obligatory conformity requirements;
- Identifying risks related to the aspects and requirements.

Environmental Policy

Given that MakoLab predominantly produces software and IT systems, its activities are not directly linked to the use of raw materials in the form of natural resources. Those which we do use are natural gas and liquid fuels such as petrol, diesel, LPG, heating oil and aviation fuel.

We also use electricity, heat and water in the course of our work.



Polityka Środowiskowa

Realizacja zadań i celów środowiskowych odbywa się poprzez:

- przedsięwzięcia techniczno-organizacyjne,
- plany inwestycyjno-rozwojowe,
- modernizacje,
- szkolenia,
- akcje proekologiczne.

Environmental Policy

Diligence as regards issues relating to the climate and air quality is a priority for the management board of MakoLab S.A.

When planning new investment and running our current operations, the board gives serious consideration to climate and environment alike, which is reflected not only in our office buildings, but also in our internal regulations for workplace organisation and building climate awareness among our staff. This includes company-wide solutions for segregating waste, as well as propagating and supporting pro-environmental initiatives.

Environmental Policy

What can you do for the environment?

- Segregate waste
- Save water
- Use fewer paper towels
- Turn off lights
- Use less air conditioning

Environmental management

What are you obliged to do?

- Familiarise yourself with MakoLab S.A.'s procedures and comply with them
- Keep up to date with the messages in your e-mail inbox
- Inform your manager without deal about any irregularity whatsoever

What else can you do?

- Take to two wheels instead of being stuck in traffic jams
<https://makolab.com/csr-news/switch-to-two-wheels>
- Travel by train instead of by car on business trips
- Give your clients the gift of a tree
<https://makolab.com/csr-news/a-snowball-of-good-deeds>

Thank you!

MakoLab