



Koszalin, 08/07/2025

To whom it may concern

Sustainable business MPS International Sp. z o.o.

When thinking about business success, at MPS International we always focus on sustainability with an awareness of our impact on the environment. We act responsibly, ethically and with respect for the environment. We analyse the areas of our business to minimise its impact and seek and implement new solutions and opportunities, taking into account the interests of our employees, local society and other stakeholder groups. We focus on honesty and transparency in our relationships with customers, suppliers and employees. Our business is based on enduring values: trust, success, cooperation, knowledge, self-control and creativity.

Based on MPS International's values, we have defined the pillars of sustainable business:

- environment - balancing the company's growth with its impact on the environment
- organisation - creating safe and hygienic working conditions, absolute respect for human rights and providing opportunities for staff development
- society - spreading ethical attitudes among our business and social partners.

Our company specifies in its Corporate Social Responsibility Declaration the compliance of the adopted Social Responsibility Policy with the universal requirements of the ETI Base Code ethical standard.

Environmental activities

In creating and strengthening internal and external relationships, we operate on the basis of the ISO 9001 quality standard and the ISO 14001:2015 standard (implemented at MPS International in 1996), which include environmental management principles:

- The acceptance of responsibility for the effectiveness of the environmental management system by the organisation's management through its establishment, implementation and maintenance. This includes aligning the environmental policy with the purpose of the organisation and its context, including the nature and magnitude of the environmental impacts of its activities, products and services



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- Implement and maintain the processes necessary to meet environmental requirements by identifying risks and opportunities related to environmental aspects, commitments to compliance with external and internal stakeholder needs, expectations and relationships, and including its activities, products and services in the environmental management system
- Planning the activities of the environmental management system to ensure the intended results by preventing or reducing undesirable effects, including the potential for external environmental conditions to affect the organisation. This also includes planning for potential emergencies, preventing accidents and minimising their impact on the environment
- Documenting all information and activities relating to environmental aspects and their associated environmental impacts, while ensuring oversight of the documentation, its retention and safeguarding
- Evaluate the environmental performance of its activities by monitoring, measuring and assessing the environmental performance of its activities, defining the methods of monitoring and taking measurements, providing calibrated or verified equipment to carry them out
- Conduct internal audits at planned intervals to obtain information on the system's compliance with its own requirements, legislation, standards requirements and to assess its effective implementation and maintenance
- Conduct a periodic review of the environmental management system to ensure its continuing relevance, adequacy and effectiveness, including the status of actions arising from previous reviews, changes in external and internal factors, stakeholder needs and expectations, the extent to which objectives have been achieved, and information on the environmental performance of the organisation
- Drive continuous system improvement and respond to non-conformities to eliminate them, with the aim of mitigating adverse environmental impacts by identifying the causes, consequences of non-conformities and their impact on the environment.

In order to care for the environment as a whole, combat climate change and meet the expectations of internal and external stakeholders, MPS International will strive to implement a maximum circular economy, otherwise known as a closed loop economy, thus minimising its external environmental impact.

At MPS International, we operate on the basis of the Environmental Strategy 2024-2027, which sets out the main directions and aspirations of our organisation, in which - in line with the principle of sustainable development - organisational growth is synonymous with minimising environmental impact.

We are aware that minimising our impact on the environment and the climate is a necessity with tangible benefits and a commitment to present and future generations. Therefore, following a review of the environmental system in place within our structures, we have developed a whole package of measures to reduce our organisation's impact on the world around us within the limits of existing resources and capabilities.



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At the same time, it should be stated that this is not a closed catalogue of activities. The technological progress we are witnessing means that new developments are constantly opening up or may open up, which will require an analysis of the possibilities of their implementation. Therefore, it is very important to keep abreast of new trends, novelties and opportunities to protect the environment from excessive pollution, to further develop already implemented regulations and methods to prevent environmental degradation, which will have the effect of reversing the current trend of constant climate warming.

Actions taken at MPS International in previous years and continued to promote sustainable resource management and reduce environmental impact:

- Heat recovery from compressors and its use for water heating
- Gradual modernisation of the facility to reduce thermal energy demand
- Development of your own photovoltaic installation
- Operation of an on-site sewage treatment plant
- Optimisation of water consumption
- Use of rainwater for firefighting purposes.
- Accurate waste segregation and awareness building among employees
- Replacement of internal transport with electric
- Gradual replacement of machines with electric ones instead of hydraulic ones
- Energy management
- Replacement of lighting with LEDs
- Producing packaging only from recyclable plastics, ensuring that the waste generated during processing is returned to the process
- When designing packaging, we pay attention to the amount of material needed, but also to the shape that allows the most efficient use of space, e.g. in transport
- We recommend uniform packaging to customers to facilitate waste separation
- We support our customers by offering solutions that meet the expectations of all participants in the product life cycle (transport, production, distribution, user, environment)
- In the production of cosmetics, we consciously select raw materials that have the least impact on the environment.

Activities in the field of social affairs

Based on our values, business pillars and MPS International's adopted policies and codes, we have identified key CSR objectives to be achieved between 2024 and 2027. These are:

With regard to external stakeholders:

- Maintain and continuously improve the Integrated Management System, including: ISO 9001, ISO 14001, ISO 22716 (GMP), ISO 13485, SMETA requirements, Ecocert, Cosmos, IFH HPC and RSPO, inter alia by performing regular internal audits
- Charitable activities



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- External communication
- Developing ethical attitudes among suppliers
- Promotion of environmental protection
- Promoting and co-financing activities in the fields of education, sport, culture and the arts, including the running of an in-house art gallery on the company's premises, open to local and non-local artists and accessible to all those interested in the arts.

With regard to internal stakeholders:

- Staff development
- Internal communication
- Promotion of healthy lifestyles, sport, preventive examinations
- Promotion of culture and the arts
- Employee volunteering
- Shaping ethical attitudes among employees.

Examples of actions taken at MPS International as part of corporate social responsibility:

- There is an MPS Apiary on our premises with over a hundred hives
- We take care of the greenery, we plant trees and shrubs on our grounds, we have our own flower meadow
- We have installed bird drinkers and feeders
- We promote an environmentally friendly and healthy way of commuting among employees: we offer a guarded and covered bicycle parking area
- We sponsor local sport, e.g. the handball team Gwardia Koszalin in the Central League.
- We run the MPS Gallery - our own art gallery
- A minimum of once a year, we hold a charity event in aid of a selected NGO.

Corporate governance activities

In creating and strengthening internal and external relationships, we operate on the basis of the MPS International Code of Ethics, which includes:

With regard to external stakeholders:

- A declaration of fair competition - the application of free and fair competition based on respectful
- Anti-corruption declaration - absolute disapproval of: bribery, corruption, embezzlement, fraud, dishonest and unethical business practices and corrupt or abusive behaviour in relation to the performance of functions and tasks
- Relationship principles with external stakeholders - building relationships based on mutual respect and trust



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- Principles of customer relations - ensuring compliance with internal procedures, reliable, responsible and competent communication of the terms and conditions of the cooperation at each stage
- Principles of supplier relations - adhering to standards and procedures in selecting suppliers, providing reliable information, exercising due diligence in concluding contracts, conducting a fair assessment of suppliers
- The principles of community relations - respect for dignity and an open, non-discriminatory approach to every representative of the local community
- A declaration to maintain the ISO 14001 standard for reducing the negative environmental impact of our operations.

With regard to internal stakeholders:

- A declaration of equal opportunities for employment, promotion, development and further training - ensuring equal treatment of all those entering the recruitment process, nurturing good relations with employees, clearly defining employee rights and the role of managers
- Ensuring the safety and health of employees - constantly striving to improve the safety and health of employees and others working with the company, constantly analysing and supervising workplace conditions, strictly complying with health and safety laws, building and expanding employee awareness, providing personal protective equipment, eliminating workplace hazards
- Communication principles - providing up-to-date information on the company, improving managers' communication skills, enabling them to express their opinions and suggest solutions
- The functioning of an ethics ombudsman - guaranteeing public scrutiny of compliance with the Code of Ethics and the ethical aspects of the human resources management process, ensuring anonymity for those reporting violations, handling reported violations in accordance with an internal procedure.

In order to reaffirm our company's commitment to ethical standards and to clearly communicate to all suppliers our expectations of ethical business conduct, a Supplier Code of Conduct is in place with MPS International.

MPS suppliers are required to take appropriate steps to ensure that MPS International's Supplier Code of Conduct is known within their organisations, shared with employees and external partners in their value chain. The Code addresses the following corporate social responsibility issues in relation to suppliers:

- compliance with ethics in business relations
- ensuring health and safety at work
- prohibition of forced labour
- respect for the right to freedom of association
- ban on child labour
- prohibition of discrimination



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- compliance with legal standards on pay and working time
- compliance with environmental legislation.

The Supplier Code of Conduct is available on our website.

Information on EU Regulation 2023/1115 (EUDR)

We would like to inform you that EU Regulation 2023/1115 (the so-called EUDR) does not apply to cosmetic products. The EUDR covers only selected commodities such as cattle, cocoa, coffee, palm oil, soy, wood, and rubber, as well as certain products directly derived from them, listed in Annex I to the Regulation.

Cosmetic products, as defined under Regulation (EC) No 1223/2009, are not subject to the EUDR, even if they contain substances listed in Annex I.

Therefore, manufacturers and distributors of cosmetics are not required to carry out due diligence, submit declarations, or collect, store, or transmit any information throughout the value chain for the purposes of the EUDR – whether for finished products, their ingredients, or packaging.

This position has been confirmed by the European Commission in the official guidance documents accompanying the EUDR.

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