

CSR COMMITMENT

Assel's has a strong commitment to embedding sustainability in every aspect of our organization and supply chain, where our commitment is based on respect to our employees, the society and the environment in which we operate. Our goal is to fulfil our role as a responsible corporate citizen. As a baseline, we require our employees to familiarize themselves and commit to our internal "Code of Ethics and Business Conduct", while our stakeholders are strongly encouraged to operate in line with our Ethics, Anti-Corruption and Health & Safety Policies. We believe that aligning our values with our business goals are essential to our success as a company. Our values are based on ISO 26000 and refer to:

Organizational governance:

Continuous improvement of organization governance influence effectiveness and quality of decisions throughout the whole company. The basis, on which the organizational governance will be build is accountability, transparency, ethics, respect for stakeholders needs and respect for a law.

Human rights:

We treat human rights as a core and fundamental right of each person. We contribute to respect those rights through our own processes, as well as to promote and propagate them among our stakeholders.

Labour practices:

Employees form the highest value of our company. It is required to maintain high safety standards. We aim into increasing employees commitment into work, their capabilities, professionalism, culture as well as their work ethics and consequently to increase employees satisfaction from work.

Fair operating practices:

The fundament of fair practice is to maintain, develop and promote high standards of ethical behaviour. The core value of those practices are regulations, clearance of behaviour, honesty, justice and respect for human and property rights. Our aim is to act strongly against any form of corruption, discrimination and sexual harassment. We aim to assure safety of our Customers intellectual property rights and to promote social responsibility among stakeholders.

Environment:

Through the implementation of an Environmental Management System we identify and aim to reduce the negative impact on our environment. Our strategy provides the expand the scope of our environmental management, implementing programs covering resources consumption reduction and increasing employees environmental awareness and impact on the environment.

Community involvement and development:

We aim to increase life quality for local communities. We aim to build a strong social bond with local communities, through building stronger educational skills, impacting on the national electronics industry, increasing local transportation standards, as well as promoting the local region.

On behalf of Management

Przemysław Prolejko

This policy is communicating to employees, suppliers and subcontractors working on Assel behalf by posting it on our website.