

Community Engagement Policy of the Dr. Miele Cosmed Group Capital Group



**Our mission is to deliver
the top quality products,
created by people – for people,
using state-of-the-art technology
and with care for the environment.**

Our ambition is to build our position as an attractive employer/is to become an attractive employer, a reliable manufacturer, and a positive neighbour.

We design our products in a way that minimises potential environmental impact while effectively meeting social needs. These needs relate not only to cleanliness, personal hygiene, or home care (SDG 2 – in line with the UN Sustainable Development Goals). Using our resources – time, knowledge, and experience – we aim to raise consumer awareness of sustainable consumption (SDG 12) and encourage pro-environmental behaviours, including those related to avoiding waste, implementing circular economy principles, and fostering broader sustainable development (SDGs 13 and 17).

This Policy outlines the key directions and tools (including rules governing donations) supporting the achievement of this goal. At the same time, we consider the list of activities to be open-ended, limited by:

- the availability of company resources;
- logical consistency with the pursued business model, the adopted business strategy – including the sustainability pillar – and existing internal policies such as the Anti-Corruption Policy;
- thematic criteria: we do not engage in projects or provide donations related to armed conflicts, addictive substances, violence, religion, political parties, entities whose previous cooperation with us was negatively assessed, nor do we support private individuals.

Our relationships with external stakeholders are guided by the same values we apply daily: **respect, kindness, responsibility, equal treatment, cooperation, and respect for sustainable development principles**, including human rights. We expect our Social Partners to comply with the Code of Ethics of the Capital Group.

Our social engagement is defined as follows:

1. Supporting Local Communities

We want to be close to the needs of the local communities in which we operate and to cooperate with the business environment. By engaging in industry initiatives or local events, we strive to build stronger relationships based on shared values:

- we seek to support beneficial initiatives of non-governmental organisations, educational institutions, and cultural organisations located near our production facilities, promoting values aligned with ours and helping to level life opportunities for children and adults;
- we provide material assistance by donating products (cleaning agents and household chemicals) manufactured in our factories (we do not provide financial donations);
- we respond to emerging social needs by offering products where such assistance is justified due to unforeseen events, e.g., natural disasters (floods, droughts, etc.);
- we create and participate in valuable initiatives promoting sustainable development.

When selecting and planning our engagement, we consider: business objectives, risks associated with specific projects or entities, their environmental and human rights impacts, as well as socio-economic needs identified through dialogue with stakeholders.

2. Education

Using our expertise and competencies, we conduct educational activities in the following areas:

- information about products and good practices related to responsible purchasing (conscious consumer, eco behaviours, green intelligence);
- hygiene principles;
- conducting sustainable business.

We are open to diverse target groups (children, young people, employees, business partners, industry organisations) and various forms of dialogue. Through this, we aim to build trust, a positive image, and a society with a deeper understanding of sustainable development principles.

The President of the Management Board and the Director of Sustainability and External Relations are responsible for the implementation of this Policy. They are responsible for the ongoing pursuit of the Policy, creation of necessary procedures, monitoring of risks and opportunities as well as taking actions aiming at removing causes and consequences of social disturbances. On their own initiative, they create channels of communication and engage the community in honest and open dialogue.. A dialogue that ensures effective and adequate responses to the most pressing needs of the communities in which we operate.

Management Board of Dr. Miele Cosmed Group S.A.



Magdalena Miele
President
of the Management Board



Arthur Mielimonka
Member
of the Management Board



Kamil Szlaga
Member
of the Management Board



Michał Czajka
Member
of the Management Board

