

THE GREEN SIDE OF DRIVE

→ **Ethics and Management**

- Risk Management
- Code of Conduct
- Legal Compliance
- Data Protection
- Work-life Balance

→ **Value Chain**

- Reducing our carbon footprint/ decarbonisation
- Supplier assessment extended to include ESG aspects
- SEWexpertDAY®

→ **People**

- Safety and Health
- Qualifications and Further Education
- Equal Opportunities for All
- Sustainability Day - Volunteering

→ **Production and Business Processes**

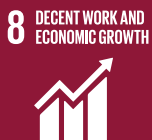
- Circular Economy (6R)
- Waste Management
- Lean Management Culture
- Integrated Management System

→ **Products and Services**

- Product Lifecycle
- Online Support
- IE5 Models
- ECO2 Idea

**Environment +
Society +
Governance +
Quality**

At SEW-EURODRIVE Polska, we've selected three UN Sustainable Development Goals and defined tasks across four key areas – E, S, G i Q – to ensure our local actions have a tangible impact.



**THE
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2025

- Compliance with European Union legislative requirements
- Digitalisation of processes

2026

- Development of the SEW-EURODRIVE Polska facility in the area of training and service
- EcoVadis Rating

2027

- Product carbon footprint
- Reduction of CO₂e emissions in scopes 1 and 2

2030

- Waste management based on the circular economy model

Area

Short-term Goals
(2025)Medium-term Goals
(up to 3 years)Long-term Goals
(over 3 years)

E

- | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> + Increase sales of IE5 products by 10% + Promote suppliers who use sustainable production practices | <ul style="list-style-type: none"> + Renewable energy at 20% + Increase sales of IE5 products by a further 25% + Implement the Circular Economy (6R) model | <ul style="list-style-type: none"> + Renewable energy at 25% + Reduction of CO₂e emissions in scopes 1 and 2 by 10% + Increase sales of IE5 products by a further 25% |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

S

- | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> + Employee satisfaction at a minimum of 70% + Employee fluctuation < 10% + Employee volunteering involving at least 10% of employees + Programmes promoting employees' physical and mental health. | <ul style="list-style-type: none"> + Great Place To Work® Certification + Fluctuation < 8% + Employee volunteering involving at least 15% of employees + Programmes promoting employees' physical and mental health. | <ul style="list-style-type: none"> + Fluctuation < 8% + Employee volunteering involving at least 20% of employees + Programmes promoting employees' physical and mental health. |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

G

- | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> + Correlation of management's variable remuneration with ESG goals + Analysis of salaries for gender pay gap (women vs. men) + Analysis of company policies for ESG alignment | <ul style="list-style-type: none"> + Correlation of management and executive variable remuneration with ESG goals at up to 10% + Implementation of the EU directive on pay transparency + Update company policies for ESG alignment | <ul style="list-style-type: none"> + Correlation of management and executive variable remuneration with ESG goals at up to 15% + Commitment of key suppliers to adhere to the Code of Conduct |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Q

- | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> + Warranty repair costs at a constant level (applies to Polish assembly portfolio) + Number of complained components below 0.5% of products introduced to the market + SSF above 80% | <ul style="list-style-type: none"> + Warranty repair costs at a constant level (applies to Polish assembly portfolio) + Number of complained components below 0.5% of products introduced to the market + SSF above 80% | <ul style="list-style-type: none"> + Warranty repair costs at a constant level (applies to Polish assembly portfolio) + Number of complained components below 0.5% of products introduced to the market + SSF above 80% |
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ESG i Q - Quality

As part of our ESG strategy, we're particularly focused on the aspects most crucial to us within each area.



Environment

Environment

We're actively identifying solutions to combat climate change through our own strategies, actions, and processes. Circular economy initiatives and the efficient use of resources are especially important to us. We also emphasise responsible waste management in both our operational and business processes. Furthermore, the durability and highest energy efficiency of our products are key to reducing emissions and pollution in the processes and solutions developed by our clients.

Social

Society

We understand that people are fundamental to success, and their commitment and job satisfaction are strongly correlated with our company's performance. The safety, education, and intergenerational solidarity of our employees are priorities and cornerstones of our success. Long-term relationships, built on honesty, respect, and trust, are evident both within our organisation and in our interactions with external stakeholders. This fosters collaborative actions and initiatives that mitigate the effects of global negative climate and economic changes.

Governance

Governance

For us, ethical and transparent management isn't just about procedures and regulations; it's primarily about mutual understanding and alignment on the direction we're all heading. Business ethics is a language we speak "without words."

Quality

Quality

Quality is a cross-cutting aspect across all ESG areas and is a priority throughout our value chain. The quality of our equipment, services, and processes has always been, is, and will remain our hallmark. The product lifecycle is one of SEW-EURODRIVE's key strengths, alongside the efficiency of our solutions and the comprehensive nature of our services.



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