



# HUTA ŁABĘDY S.A.

GRUPA KAPITAŁOWA WĘGŁOKOKS

## Quality and Environmental Policy

HUTA ŁABĘDY S.A. plays an important role in the domestic and international markets as a manufacturer of high-quality steel products used in mining, construction, shipbuilding, and the energy sector.

The company owes its strong position to experience, modern production technologies, and continuous improvement of its offerings, which allows it to meet market demands and provide customers with high-quality products.

Our priority is to maintain our market leadership position by providing the highest quality products that ensure durability and safety. We achieve this through a deep understanding of our customers' needs, the high competence of our experienced staff, and the implementation of modern, innovative technological solutions.

We conduct our operations based on an implemented and continuously improved Quality Management System compliant with the ISO 9001 standard and API Spec Q1 requirements, as well as an Environmental Management System compliant with the ISO 14001 standard, allowing us to effectively meet the expectations and requirements of our customers.

We implement the Quality and Environmental Policy by:

- Strengthening the company's image as a reliable and timely manufacturer, maintaining partnerships with customers and suppliers.
- Developing production technologies to ensure the highest level of quality in completed orders.
- Providing modern input materials and appropriate production equipment to meet quality and environmental requirements.
- Optimizing processes under planned and supervised conditions and focusing on achieving the established quality and environmental goals.
- Analyzing risks and opportunities in the context of existing processes to meet customer requirements and increase customer satisfaction, taking into account current needs and market conditions.
- Training employees to ensure the required qualifications and motivating them to act in accordance with the Quality and Environmental Policy.
- Continuously raising staff awareness by implementing pro-quality and pro-environmental activities and communicating the importance of effective management.
- Conducting business in an environmentally friendly manner that protects employee health and safety.

In implementing this policy, we commit to:

- protecting the environment, including preventing pollution,
- improving the environmental performance of our operations,
- complying with applicable obligations relevant to the Company's context,
- continuously improving the effectiveness of the quality and environmental management system.

Each employee is responsible for the quality of their work, fulfilling clearly defined duties, powers, and responsibilities, which enables effective management at all levels of the company.

The President of the Management Board of HUTA ŁABĘDY S.A. has a key role in shaping the Quality and Environmental Policy, responsible for its establishment, implementation, maintenance, and regular reviews, as well as for ensuring the necessary resources and means to implement the adopted policy.

**Dariusz  
Gaśior**

Member of the Management  
Board

**Iwona  
Przybyła**

Vice-President  
of the Management Board  
for Finance and Economics

**Michał  
Miklas**

President  
of the Management Board

**Gliwice, November 5, 2025**