



FENIX METALS SP Z O.O. CSR POLICY

Fenix Metals Sp. z o.o. is a company engaged in the recovery of non-ferrous and precious metals and the production of soldering alloys. Our activities have a significant positive impact on the global environment. We ensure that waste is treated in the best possible way, minimising energy consumption and the generation of by-products. Locally, we use the environment in an effort to minimise our impact by striving to achieve the lowest possible emissions.

Our plant is located in south-eastern Poland, in the Podkarpackie Voivodeship. This region, despite Poland's significant development over the past 30 years, still faces many challenges. Impoverishment affects education, social and health care, which are all underfunded.

At our company, we believe that true success is about more than financial results. It is also about our commitment to the people, environment and communities in which we operate. We believe that every company has a responsibility to make a positive impact on the world around it. We operate mainly in a number of communities within a radius of about 30 km from the plant, focusing on five key areas:

Healthcare - support of local hospitals and donations to treat difficult medical cases.

Education - support of local education through donations of funds or educational equipment such as computers, software, robots, language learning kits and school refurbishments.

Welfare - support of local governmental and non-governmental organisations and assistance to people in difficult life situations, such as fire or flood victims.

Culture - support of charities, music concerts and annual theatre events. We also help to organise annual events in several towns.

Sport - supporting local sports clubs, both professional and amateur, through funds or equipment.

As part of the CSR programme, each year we aim to make at least one significant donation that significantly supports small communities. Our staff help us to select the institutions that will receive support. They inform the institutions about the programme and then develop projects together. These projects are entered into a competition and the winner receives funding to realise their goal.





In addition, we respond to individual legitimate requests for assistance. We always try to respond to the needs of the vulnerable.

From a business perspective, we seek to maximise the outsourcing of work to local subcontractors, promoting those who provide high quality products and services and maintain a high level of integrity. In this way, we support the development of the local economy and businesses.

We do not engage with companies that exploit workers or fail to maintain high health, safety and environmental standards

