

Equal Treatment Policy at Modus SA At Modus SA, we believe in the value of diversity and strive to create a work environment based on principles of equal treatment for all employees. We are committed to promoting inclusivity, respecting differences related to gender, religion, and sexual orientation.

Gender Equality At Modus SA, we practice gender equality, ensuring that all employees have equal opportunities and are treated with dignity, regardless of gender. We support the professional development of both women and men, aiming to create a balanced and fair working environment.

Religion and Beliefs In our company, we respect diversity in religious beliefs. Each employee has the right to freedom of belief and practice, while also respecting the beliefs of others. We encourage open communication and the appreciation of differences that enrich our workforce.

Sexual Orientation At Modus SA, we practice acceptance and respect for different sexual orientations. We ensure that every employee can be authentic and comfortable in the workplace, regardless of their sexual orientation. Our principles ensure equal opportunities and respectful treatment for every employee.

Hiring Foreign Workers We take pride in the diversity of our workforce, including the employment of foreign workers. At Modus SA, we employ nearly 20% of workers from outside Poland on the same terms. We strive to create an open, inclusive environment where cultural differences are valued and respected.

Commitment to Equality The equal treatment policy at Modus SA is not just a set of words; it is a commitment to daily practice of equality values in all areas of our operations. We aim for every employee to feel accepted, respected, and appreciated for their contributions, regardless of individual characteristics or background.

Modus SA Corporate Social Responsibility Policy Engagement in Sustainable Development and Environmental Protection Introduction At Modus SA, we take pride in our mission to provide high-quality workwear solutions for businesses and institutions, while fully respecting the environment. As a socially responsible business (CSR), we are committed to continuing efforts to minimize our impact on the environment and support sustainable development.

Renewable Energy At Modus SA, a priority is the use of eco-friendly energy sources. Our production processes are largely powered by energy obtained from photovoltaic installations. This not only reduces our carbon footprint but also contributes to the development of sustainable energy practices.

Efficient Use of Natural Resources We strive to minimize our impact on natural resources by employing innovative solutions. We use solar panels for water heating and heat pumps for building heating. Our vehicle fleet includes Tesla electric vehicles, reducing greenhouse gas emissions associated with our transportation activities.

Production Responsibility At every stage of production, from design and material selection to disposal and recycling, we adhere to principles of sustainable development. We optimize material consumption, minimize production waste, and ensure proper disposal and recycling of waste.

Commitment to Continuous Improvement At Modus SA, we continuously strive to improve our practices related to corporate social responsibility. Through active collaboration with suppliers, employees, and business partners, we aim to introduce innovative solutions that contribute to sustainable development.

Summary The Corporate Social Responsibility Policy at Modus SA is not just a set of commitments; it is an integral part of our company. We are confident that our actions support not only environmental well-being but also create a positive impact on our customers, employees, and local communities.