

SPECTRA LIGHTING PL



Sustainability

**GLOBAL SUCCESS
STRATEGY**

Light _builds tomorrow

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SINCE 2000, WE HAVE LED THE PRODUCTION OF INNOVATIVE LIGHTING SOLUTIONS, DRAWING INSPIRATION FROM DESIGNERS WORLDWIDE.

Our vision extends beyond mere illumination of spaces – we aim to craft experiences that enhance quality of life and nurture our planet for future generations.

Our solutions are straightforward, yet promote environmental sustainability and energy efficiency. Each project represents a stride towards progress, encompassing innovation and delivering exceptional comfort for daily use.

FOUNDATIONAL SUSTAINABLE DEVELOPMENT APPROACH

At our lighting company, we proudly embrace sustainability as the cornerstone of our strategy and the key to attaining global success. Our innovative products and environmentally conscious approach are not mere trends but deeply ingrained philosophies that steer every action within our organization.

TRANSPARENT MARKET LEADERSHIP

As leaders in the global market, we are dedicated to advancing sustainability across all facets of our operations. Our commitment encompasses efficient, eco-friendly lighting solutions and ethical practices in cooperation with customers, partners, suppliers, and employees. We strive for comprehensive and transparent adherence to these principles in every aspect of our operations.

SHAPING THE FUTURE THROUGH RESPONSIBLE INNOVATION

Sustainability is not merely a goal but a strategic imperative in our daily operations. We strive not only to meet market demands but also to shape the future by advocating responsible practices and innovation. Our collaborations with partners, suppliers, and customers are grounded in shared values and a common passion for sustainable progress. This commitment manifests in tangible outcomes. Our contracts, protocols, and daily procedures reflect our dedication to safeguarding the environment and the community we serve.

ADVANCING INDUSTRY STANDARDS WITH SDGS

The management and senior leadership at Spectra Lighting are committed to advancing our industry in alignment with the United Nations Sustainable Development Goals (SDGs). We recognize that sustainable development is an ongoing endeavor, and we take pride in our continuous efforts to introduce new initiatives that positively impact our planet and future generations. Our innovative approach to lighting is systematically aligned with these global goals, supporting lasting peace, prosperity, and environmental protection.



**GOAL 3:**

Promote well-being and ensure healthy lives for people of all ages.

EMPLOYEE HEALTH SUPPORT

We prioritize the health and well-being of our employees by offering comprehensive health insurance coverage. We understand the importance of health security, and we strive to ensure that our employees have access to essential medical care. This program allows our employees to enjoy peace of mind.

WORKPLACE ASSESSMENTS

We regularly conduct environmental assessments in the workplace, including noise measurements, lighting assessments, and risk evaluations related to harmful conditions. This ensures that we provide a healthy and safe work environment for our employees and allows us to promptly address potential hazards and continually improve working conditions.

**GOAL 4:**

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

SPECIALIZED TRAINING

We believe that the development of our employees' skills is key to the success of our company. Therefore, we regularly organize specialized training sessions that allow our machine operators, sales representatives, and other staff members to enhance their qualifications. These training programs are not only an investment in professional skills but also in the future of our company, ensuring modernity and competitiveness in the market.

**GOAL 7:**

Ensure access to affordable, reliable, sustainable, and modern energy for all

RENEWABLE ENERGY

We have installed solar panels on our production facilities and headquarters, enabling us to generate energy from renewable sources. These photovoltaic panels not only reduce our energy costs but also lower our carbon footprint, thus contributing to environmental protection in line with our sustainability strategy.

ENERGY-EFFICIENT LED LIGHTING

We manufacture energy-efficient LED lighting fixtures for our customers. By providing these products, we help reduce energy consumption and support efforts to minimize environmental impact.

**GOAL 5:**

Achieve gender equality and empower all women and girls.

**GOAL 8:**

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

**GOAL 10:**

Reduce inequalities within and among countries.

SUPPORTING DIVERSITY

We employ people of various nationalities and strive to create a friendly and supportive work environment for them. We are proud to foster an inclusive and open workplace that promotes equal opportunities for all.

PUBLICLY AVAILABLE PAY AND REMUNERATION POLICY

We believe in transparency and fairness, which is why our pay and remuneration policy is accessible to all employees. Everyone has the opportunity to familiarize themselves with the remuneration principles and confirm their understanding with their signature.

DECENT WORK

At Spectra Lighting, we are committed to providing full and productive employment, offering decent working conditions to all our employees, regardless of gender or age. We aim to create a work environment that supports professional and personal development, offering equal opportunities for women, men, and young people.

**GOAL 10:**

Ensure availability and sustainable management of water and sanitation for all.

**GOAL 9:**

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

MODERNIZATION IN LINE WITH SUSTAINABLE DEVELOPMENT

Our new production hall has been designed and built in accordance with the latest sustainable development standards. Simultaneously, we are modernizing our older buildings to meet the high standards of 2024. This includes, among other things, replacing windows with energy-efficient double-glazed units with a low heat transfer coefficient, and other work aimed at improving energy efficiency.

CLOSED WATER CYCLE

As part of our environmental protection efforts, we have introduced a closed water cycle during production washing processes. Thanks to this initiative, we not only save water but also minimize its contamination, contributing to a reduction in our environmental impact. This solution allows for more sustainable production processes, protecting natural resources.

POWDER COATING RECYCLING

In our paint shop, we use a recycling system for powder coatings in the most commonly used colors. Paint residues are collected in separate containers, allowing them to be reused in subsequent coating processes. This system minimizes material waste, reduces the amount of waste, and promotes more sustainable resource management.

**GOAL 9:**

Make cities and human settlements inclusive, safe, resilient and sustainable.

SUPPORT FOR THE LOCAL CYCLING TEAM "ZAŁUSKI TEAM"

As a company committed to our local community, we support the local cycling team, "Klub Kolarski Załuski Team." We aim to not only promote a healthy lifestyle but also to foster community integration and encourage eco-friendly transportation. We believe that sports strengthen interpersonal relationships and promote social responsibility, and our support enables local athletes to achieve higher goals.

**GOAL 12:**

Ensure sustainable consumption and production patterns.

RECYCLING AND RESPONSIBILITY

As part of our commitment to a circular economy, our products are manufactured from recyclable materials such as aluminum, steel, and PET plastics. We strive to minimize waste and manage resources sustainably, allowing us to create products responsibly and in an environmentally friendly manner.

INNOVATIVE USE OF PET PLASTICS

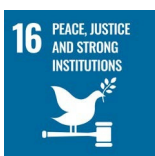
We use PET plastics in an innovative way, producing acoustic panels from them. Thanks to this innovative approach, we give a second life to materials that could otherwise become waste. This initiative not only contributes to waste reduction but also supports the development of modern, functional products.

**GOAL 13:**

Take urgent action to combat climate change and its impacts.

OPTIMIZED LOGISTICS

We have optimized our logistics processes by transporting goods directly from the production plant to the customer, using the shortest possible route. This reduces CO2 emissions, lowers logistics costs, and speeds up deliveries, positively impacting both the environment and customer satisfaction.

**GOAL 16:**

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

ETHICAL WORK PRACTICES

Our company strives to create a safe and ethical work environment. We have implemented transparent regulations that protect our employees from bullying, corruption, and other unethical practices. We are committed to ensuring that all activities within our company are conducted in a fair and honest manner, in accordance with the highest standards of business ethics.

Spectra Lighting is committed to aligning our business with the United Nations Sustainable Development Goals. We are actively developing a comprehensive strategy to contribute to global peace, prosperity, and environmental sustainability. Our innovative lighting solutions will be integral to achieving these objectives.



Within the Sustainable Development Strategy, executives and senior management have committed to integrating human rights goals and actions with the 17 United Nations Sustainable Development Goals.

Darius Lenarciak
Board Chairman

Slawomir Cytryniak
Board Chairman

Mirosław Rakoczy
Vice Presidency