



## Perpetuum Mobile Guidelines for Corporate Social Responsibility

### Corporate Social Responsibility

A successful company is one that cares about its economic, social, and environmental impact. **Corporate social responsibility (CSR)** is a business model and management approach where profit is achieved in a socially responsible way. It involves an organization taking responsibility for the impact of its activities on society and the environment, ensuring these actions align with the interests of society, are based on ethical behavior, and comply with legal regulations. CSR is linked to almost all organizational activities, from hiring to marketing.

A company is considered socially responsible if, in addition to following legal obligations, it initiates and cares for the environment and society. In such cases, financial results are no longer the only measure of a company's success, and this is precisely the focus of Perpetuum Mobile. The company aims to balance and be equally responsible in three key dimensions: **economic, social, and environmental**.

The success of Perpetuum Mobile in terms of social responsibility will impact its competitive advantage, reputation, and ability to attract and retain employees, clients, and business partners. It will also affect employee morale, commitment, and productivity, as well as relationships with other companies, the media, suppliers, and the community.

Perpetuum Mobile will adopt key principles of social responsibility, including accountability, transparency, ethical behavior, and respect for stakeholders, the rule of law, international norms, and human rights. The company will integrate these principles into its policies, organizational culture, strategies, and operations, and will regularly assess these actions.

### Employee and Hiring Practices

Perpetuum Mobile recognizes that motivated, educated, and satisfied employees who are given opportunities to develop are crucial for the company's success. The company respects and promotes the principles of **gender equality, equal opportunities, and non-discrimination** on any basis, including in hiring, salary increases, education, promotion, and providing accessibility for people with disabilities.

Specifically, the company's approach to hiring will be guided by the following principles:

- Job advertisements will be transparent, and selections will be based on non-discrimination, with criteria focused exclusively on qualifications and work experience.
- The company will give preference to individuals who have been discriminated against due to their minority status.
- Principles of gender equality will be promoted in both verbal and visual communication, and women's participation in all networking activities will be encouraged. Women will also be sent to educational training to ensure equal participation.

The company is also aware of the importance of **work-life balance**, especially for its employees with children or elderly family members. Through business improvements, Perpetuum Mobile plans to achieve better time organization, allowing for more flexible working hours.

### **Environmental Responsibility**

Perpetuum Mobile places great importance on sustainable development and environmental protection. The company plans to achieve resource efficiency by reducing the cost and consumption of paper, focusing on online promotion, properly sorting and disposing of waste, and implementing green public procurement.

The company will carefully select investments based on their energy and environmental impact, choosing solutions that have a lower environmental footprint. When procuring goods or services, the company will promote green public procurement by using the Life Cycle Costing (LCC) method, following the EU's "Sustainable Development Strategy".

Other environmental initiatives include:

- Purchasing IT solutions and equipment with a focus on energy consumption, extended lifespan, and end-of-life management.
- Acquiring hardware solutions that use less energy through high-energy-class power supplies and integrated "2-in-1" processor solutions with passive cooling.
- Prioritizing eco-friendly products made from recycled materials and with environmentally friendly colors.
- Properly sorting and storing waste for disposal by authorized bodies and recycling it directly whenever possible.

The company's goal is to improve working and environmental conditions, consciously reduce its environmental impact, raise awareness of diversity and inclusion, responsibly manage its operations, and uphold the highest ethical standards. By doing so, the company aims to foster the growth and development of employees, contribute to society, and enhance the quality of its products, services, and relationships with all stakeholders.