

AMLUX Sustainability Report

for the year 2024

version 1.0 dated 29.12.2025



Introduction





Ladies and Gentlemen

We live in times that demand more from us – faster and more efficiently. In this rapidly changing environment, it's easy to forget about the issues that affect our shared well-being—both now and in the future.

We want to be able to look forward together to a future that is safe, clean, and stable – one in which we live with respect for every person and the natural environment.

We are convinced that the Amlux Sustainable Development Strategy, implemented in 2024, will enable us to bring about real, positive changes for local communities, offset our environmental impact, and encourage Amlux's stakeholders to initiate similar actions in their daily operations. The synergy in achieving our shared goals motivates us to redouble our efforts.

On behalf of myself and the entire Amlux team, we hope you enjoy reading this and look forward to a fruitful collaboration with you.

The Management Board of Amlux

President

Marcin Ziółkowski

Vice President

Wiktor Skonka



How to use the report

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abbreviations

hyperlink



standard indicators



goals



redirects



reduction



increase



governance
issues



environmental
issues



social
issues



GOVERNANCE | ENVIRONMENT | SOCIETY





i wszystko w porządku...

Reporting Information

First Amlux Sustainability Report

for the year 2024

The report covers the period from January 1 to December 31, 2024, and serves as the starting point for Amlux Sp. z o.o.'s annual ESG reporting. Long-term initiatives are aligned with the company's strategy of increasing positive interactions with the company's environment, including its stakeholders, as well as minimizing its impact on the natural environment and restoring its resources.

The scope of the ESG data included in this report covers information regarding the Organization's operations to the extent that such data is available and can be reliably estimated, taking into account the following areas:

- **environment (E)** - in particular, data on electricity and water consumption, as well as Scope 1 and Scope 2 greenhouse gas emissions
- **social issues (S)** - data on employment structure, training, occupational safety and health, and selected social initiatives.
- **corporate governance (G)** - information regarding organizational structure, ethics, compliance, and risk management.

Due to the nature of the Organization's operations and the limited availability of data, this report does not fully cover indirect emissions (Scope 3), particularly those related to customers' operations and parts of the supply chain. The report also does not include detailed environmental data regarding the locations where the Organization provides services if such data remains under the control of customers.

During the implementation phase of AMLUX's Sustainable Development Strategy, the company drew on the OECD Guidelines for Multinational Enterprises (OECD Guidelines for MNEs) and the UN Guiding Principles on Business and Human Rights (UNGPs), which served as the basis for the due diligence process.

This report was prepared based on the ESRS voluntary standards for small and medium-sized enterprises (VSME Voluntary Sustainability Reporting Standard ESRS for SMEs), which served as the starting point for the Organization's ESG reporting (list [here](#)).

In addition, the report was prepared using selected elements of international reporting standards, including the GRI (Global Reporting Initiative), with regard to the disclosure of non-financial data (list [here](#)) and the GHG Protocol with regard to the calculation of greenhouse gas emissions.

The report also takes into account the UN Sustainable Development Goals (SDGs), which have been identified as relevant to the Organization's activities (they are listed [here](#)).

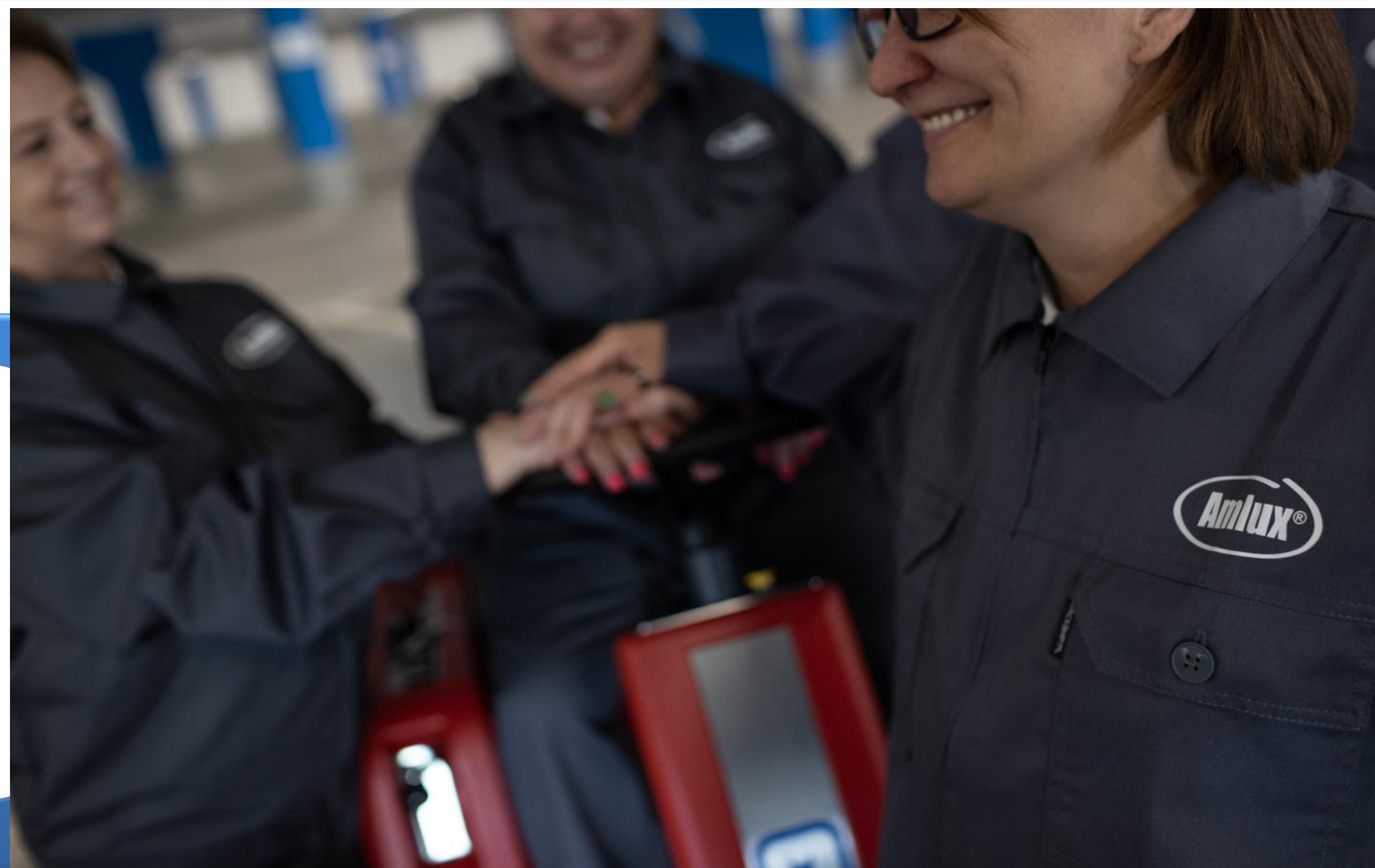
In the coming years, Amlux plans to further expand the scope of its reporting to align with the requirements of the CSRD. Additionally, this report has not yet been subject to external verification by an independent auditor, but this will change for future reports.

The organization is also exploring the possibility of setting greenhouse gas emission reduction targets in accordance with the Science Based Targets initiative (SBTi) methodology.

The basis for implementing the objectives of Amlux's Sustainable Development Policy is the AMLUX Sustainable Development Strategy described in the [following chapter](#).



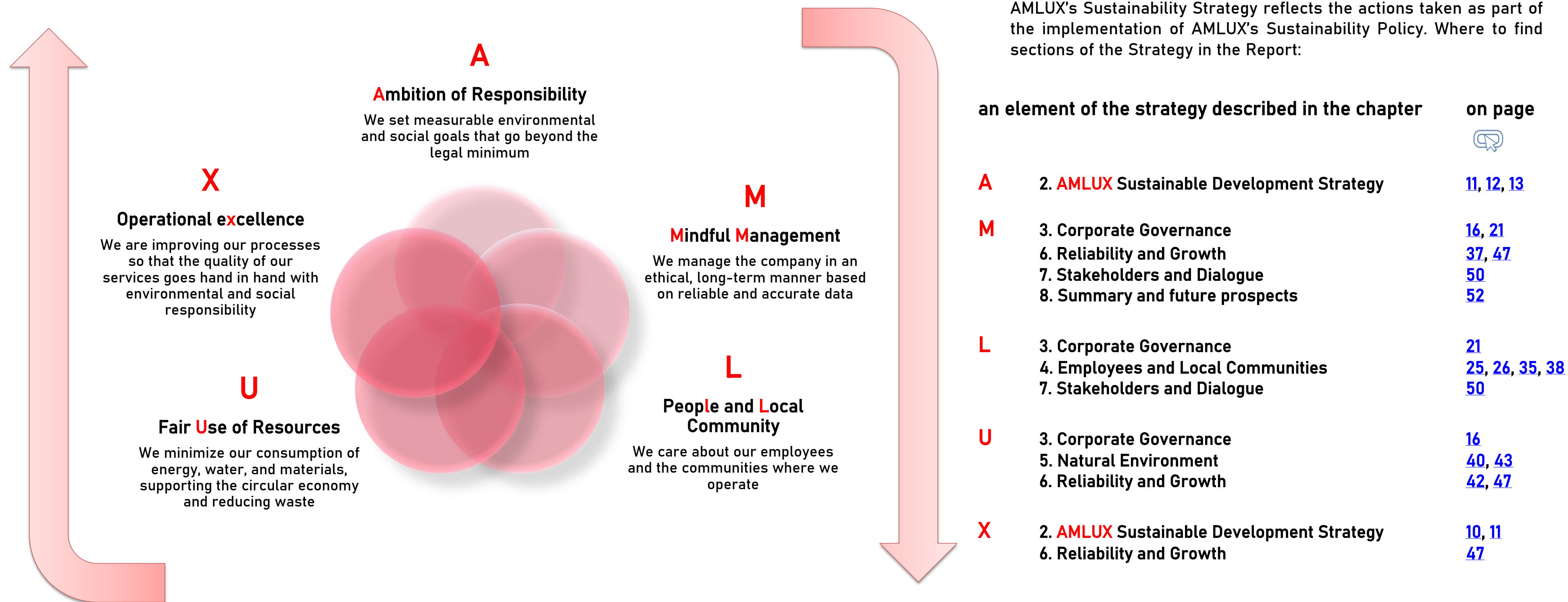
Amlux Sustainable Development Strategy





Amlux Sustainable Development Strategy

Strategy Model



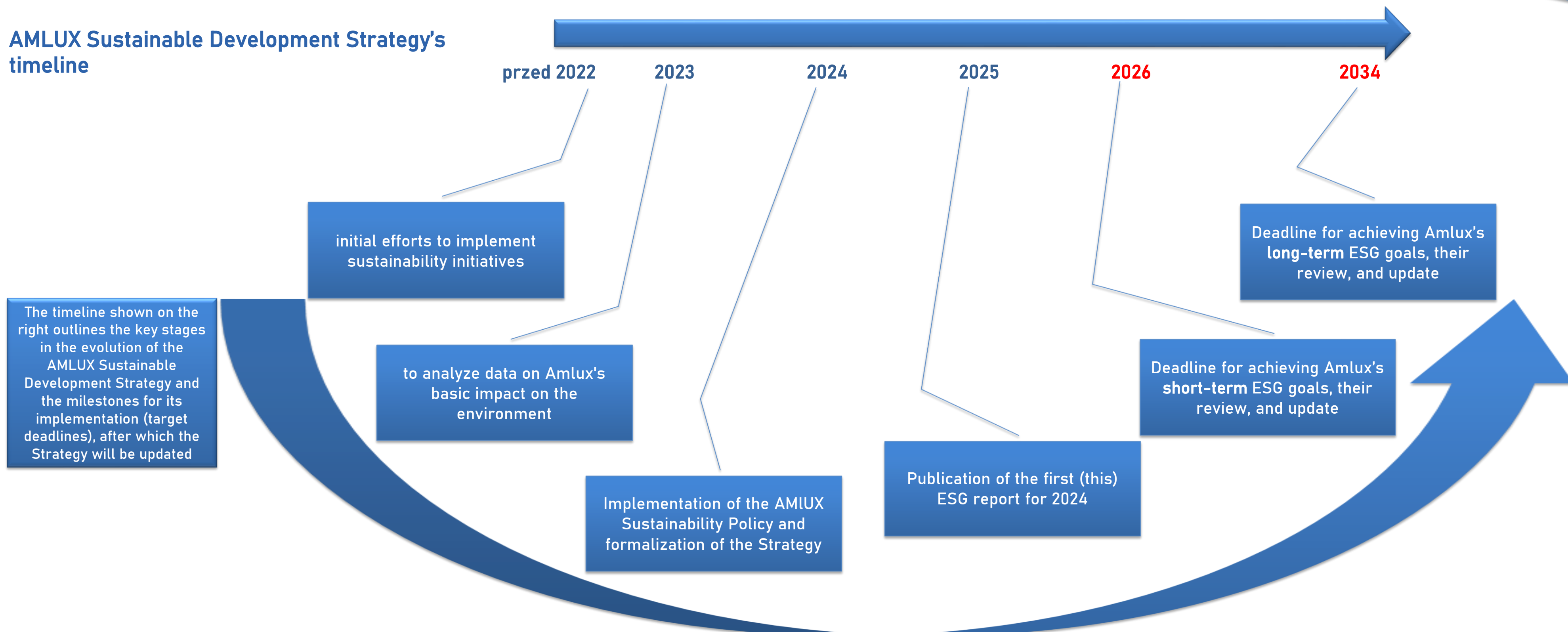


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Amlux Sustainable Development Strategy

Time perspective

AMLUX Sustainable Development Strategy's timeline





Amlux Sustainable Development Strategy

Link to the 17 UN Sustainable Development Goals (SDGs)



The objectives under AMLUX's Sustainable Development Strategy are synergistic with the selected [Sustainable Development Goals \(SDG\)](#) adopted by the United Nations in 2015 as part of the global development agenda through 2030 (known as the 2030 Agenda).

Given the unique nature of the cleaning industry, we have chosen to pursue seven global goals in the following categories:

- **SDG 3**- health and quality of life
- **SDG 6** – clean water
- **SDG 8** – decent work
- **SDG 10** – inclusivity
- **SDG 11** – impact on space
- **SDG 12** – operations and costs
- **SDG 13** – customer requirements.

Each of the selected goals has been incorporated into our activities so that we can effectively collaborate with other entities to achieve these objectives on a global scale.

Details for each of the SDGs are listed on the right, along with a reference to the relevant component of the AMLUX Sustainable Development Strategy and their exact location in this Report.

A M L U X					Str.
+	+	+	+	+	25 26 36
+	+	+			41 43
+	+	+	+	+	25 26 37
+	+				38
+	+		+	+	48
+	+	+			47 48
+	+	+			42 43
A M L U X					Str.



Goal 3. Ensure a healthy life for all people of all ages and promote well-being



Goal 6. Ensure access to water and sanitation for all people through sustainable water resource management



Goal 8. Promote stable, sustainable, and inclusive economic growth, full and productive employment, and decent work for all people



Goal 10. Reduce inequality within and among countries



Goal 11. Make cities and human settlements safe, secure, sustainable, and inclusive



Goal 12. Promote sustainable consumption and production patterns



Goal 13. Take urgent action to combat climate change and its effects





Amlux Sustainable Development Strategy

Objectives and Methods for Validating Progress

Main Objectives of Implementing AMLUX's Sustainable Development Strategy – methodology for action

The general objectives outlined on the following pages relate to the three main areas of sustainable development: social, environmental, and corporate governance and are based on the AMLUX Sustainability Strategy implemented in 2024. The goals are divided into short- and long-term categories based on the Organization's ability to achieve them over the next 2 to 10 years.

Progress on Implementation

The objectives are implemented in accordance with the SMART methodology. They are subject to regular review and evaluation, as well as improvements to the processes linked to progress toward achieving the objective. Commitment to progress is an integral part of both internal organizational activities and Amlux's interactions with its [surroundings](#). 

The first data on the progress toward the Strategy's goals will be published one full year after its implementation, that is, in the 2025 ESG Report.

Methods for Validating Progress

Each target is accompanied by a progress unit and a benchmark that served as the inspiration for its establishment. We strive to ensure that the data we collect is precise, accurate, reliable, and comparable over time.

The Sustainability Officer oversees the integrity of the process, while the Management Board monitors progress toward achieving the goals.

Components of the specific objective

Each specific objective (listed on pages 11–13) consists of:

- **Baseline** – the base year against which the target will be compared
- **KPI** – unit of progress toward achieving the goal
- **Scope** – specifying the scope of the objective
- **Methodology** – an explanation of the basis for setting the goal
- **Goal Tracking** – frequency of target review

The Evolution of Goals

The goals set for the Organization are constantly influenced by the situation in the Organization's environment. Obstacles encountered by the Organization in its planned progress may result in delays, changes to the goals, or the search for alternative methods to achieve them. Nevertheless, the adopted Strategy is and will be consistently implemented through successive changes to the Organization and its environment. Progress toward these goals and any adjustments to them will be presented in the Organization's subsequent ESG reports.





Amlux Sustainable Development Strategy

Objectives and Methods for Validating Progress

Main Objectives of Implementing the AMLUX Sustainable Development Strategy – CORPORATE GOVERNANCE (G) aspect ↕

SHORT-TERM (through 2026)	Development of Management Systems	▲ the scope of ISO location coverage to include all of the Organization's office locations
	Supplier Management	▲ level of knowledge about suppliers—updating the supplier list with information related to sustainable development ▲ the number of suppliers required to complete the sustainability survey to 100%
	Standardization of Cooperation	▲ Up to 100% of contracts with business partners include provisions on sustainable development and a clause accepting the Organization's Code of Conduct
	Reporting System	▲ transparency through the publication of annual ESG reports
	Risk Management	▲ of the scope and levels of analysis of potential risks and opportunities, including a dual-materiality analysis ▲ monitoring and response to violations and potential risks
	Process Oversight	▲ of the significance of the Sustainable Development Strategy within the organization and the appointment of a person responsible for overseeing its implementation and non-financial reporting

Perspective :

Streamlining processes and ensuring transparency in operations

LONG-TERM (through 2034)	Management Standards	▲ implementing new standards and maintaining existing ISO certifications (9001, 14001, 45001, 27001)
	Information Security	▲ the level of protection and maintaining a 0% rate of personal data breaches
	Organizational Management	▲ the quality standards, improvement, and development of procedures and processes
	Strategy and Innovation	▲ precision in operations and the continued, gradual development of AMLUX's Sustainability Strategy ▲ the number of responsible market solutions in the cleaning industry
	Responsible Investing	▲ compliance with environmental standards for current and future locations (e.g., BREEM-certified buildings, implemented waste sorting and a closed-loop waste management system, surrounding green spaces, low noise levels)

Perspective :

Mature governance, organizational resilience, and regulatory compliance





Amlux Sustainable Development Strategy

Objectives and Methods for Validating Progress

Main Objectives of Implementing the AMLUX Sustainable Development Strategy – ENVIRONMENTAL aspect (E) ↕

SHORT-TERM (through 2026)	Rapid Operational Actions	▲ up to 100% of the company's locations covered by waste segregation ▼ paper and plastic consumption
	Infrastructure Optimization	▲ frequency of energy and water audits ▲ energy efficiency of rooms through their modernization
	Operational Efficiency	▲ the use of energy-saving modes on devices
	Education	▲ up to 100% of the number of people trained in environmentally friendly practices
	Equipment	▼ waste generation through: supply optimization, reusable solutions, and a product range with a longer service life

Perspective :

rapid reductions in costs and resource consumption + development of best practices

LONG-TERM (through 2034)	Reducing Environmental Impact	▼ in CO2 and other greenhouse gas emissions (fleet, employee transportation) ▼ in energy, water, and paper consumption ▼ in the amount of waste ▲ in recycling rates
	Fleet Transformation	▲ increase in the number of hybrid/electric vehicles ▼ in the number of internal-combustion vehicles
	Sustainable Operations	▲ in transportation optimization and resource consumption ▲ use of energy-efficient devices
	Sustainable Shopping	▲ to 100% in the number of suppliers and customers that meet environmental standards
	The environmental components of the service	▲ in the share of biodegradable and certified products (EU Ecolabel, FSC, and others) ▲ participation and the development of the circular economy
	Raising Awareness	▲ up to 100% of employees trained in environmental issues
	Innovations	▲ the number of solutions that reduce resource consumption (e.g., water filtration, energy-efficient appliances)

Perspective :

Operational and technological transformation + sustained minimization of environmental impact





Amlux Sustainable Development Strategy

Objectives and Methods for Validating Progress

Main Objectives of Implementing the AMLUX Sustainable Development Strategy – SOCIAL aspect (S) ➡

SHORT-TERM (through 2026)	Training System	▲ employee training through e-learning ▲ in the number of training hours to 20 hours per year per employee
	Ethical Standards	▲ interpretation and updating of the Code of Ethics ▲ the anonymity of the whistleblowing system
	Safety	▲ the frequency and scope of health and safety and informational training sessions for employees
	Relationships with Suppliers	▲ the level of suppliers' commitment to ethical issues by requiring them to accept the Organization's ethical standards
	Community Involvement	▲ the number of charitable and volunteer activities carried out by the Organization ▲ the number of environmental and social initiatives undertaken by the Organization

Perspective :
rapid implementation of social tools and standards

LONG-TERM (through 2034)	Employee Development	▲ promoting an organizational culture that supports development and advancement
	Equality and Ethics	▼ in wage inequality ▼ and elimination of discrimination
	Work safety	▲ and maintaining high health and safety standards ▼ a reduction in the frequency and severity of accidents through preventive measures
	Work-life balance and wellbeing	▲ in the number of employee benefits and support measures
	Ethics Management System	▲ the scope of the analysis of ethical violations and risks ▲ responsiveness to emerging issues
	Compliance	▼ a reduction in and elimination of cases of corruption and conflicts of interest
	Competency Development	▲ the number of internal and external training sessions for all employees

Perspective :
a stable, ethical, and committed organization



Corporate Governance





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Company Presentation

Specifics and scope of operation

Who We Are

Amlux is a company with 100% Polish capital that has been providing professional services—primarily cleaning services—throughout the country for over 30 years. We take full responsibility for the services we provide and the property entrusted to us. We operate in [compliance](#) with national, EU, and international laws governing our business activities.

Our work is based on many years of experience and expertise in managing facilities with a variety of uses, such as:

- office buildings,
- warehouses and logistics infrastructure,
- shopping malls and big-box stores,
- health care facilities,
- public facilities,
- sports, recreational, and exhibition facilities
- manufacturing and processing facilities,
- facilities used for other purposes.

Such a complex and wide range of facilities we clean facilitates the optimization of solutions, which in turn translates into a highly personalized approach to clients and their needs. Our expansion has allowed us to reach even the most remote locations where our clients operate, and currently, in addition to our Warsaw headquarters, Amlux operates in every corner of Poland through a network of 16 [regional offices](#).





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Company Presentation

Management and the organization's vision and mission

Management

The Amlux Management Board consists of three people: the President, the Vice President, and a Member of the Management Board. The President of the Management Board, the Vice President of the Management Board, and the Member of the Management Board are authorized to make independent statements on behalf of the company. The term of office for members of the Management Board is one year, and they are appointed by resolution of the Shareholders' Meeting.

Amlux's leadership in 2024

Marcin Ziółkowski	President of the Management Board
Wiktor Skonka	Vice President of the Management Board
Michał Zarzycki	Member of the Management Board

The President is responsible for managing and overseeing the Company's operations, including, among other things, strategic planning, setting the direction for growth, and representing the Company externally. In addition, the Management Board manages the organization's assets, identifies and controls strategic risks, and ensures the achievement of the Company's long-term goals in line with its ESG strategy.



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Legal Form	Sp. z. o. o
PKD (NACE) Code	81.22.Z
Balance Sheet Total	114 088 328,75 PLN (2024)
Annual revenue	9 190 525,03 PLN (2024)
Operational Location	Poland (the entire country)

Vision

We believe that cleaning is more than just a service—it has a real impact on the quality of life, safety, and functionality of the spaces where people spend their time. Our vision is to build an organization that redefines how cleaning services are perceived—transforming them from a necessary expense into a conscious and responsible choice.

We strive not only to meet our clients' needs but also to actively anticipate them—by implementing modern, environmentally friendly solutions, raising work standards, and developing an organizational culture based on respect and professionalism. We link our growth to our commitment to local communities, support for local suppliers, and local labor markets.

Mission

Our mission is to provide cleaning services in a way that combines operational efficiency with responsibility toward people and the environment. Every day, we fulfill this mission through: a conscious approach to quality—not as a one-time result, but as a consistent standard; the appropriate selection of technologies and resources in a way that minimizes resource consumption and environmental impact; building a team based on job stability, mutual respect, and real opportunities for growth; treating our relationships with clients as partnerships, where what matters is not only the delivery of the service but also responsibility for the final result; operating transparently, in accordance with ethical principles and good business practices.

We do not view cleaning as a repetitive task - we treat it as a process that requires knowledge, good organization, and commitment. Thanks to this approach, we create services that offer real value and have a positive impact on our clients' daily operations.





Ethics and Compliance

Values and Prohibited Behaviors

We do not tolerate prohibited behavior, such as:

- aggression (verbal and physical), discrimination, harassment (physical and psychological), workplace bullying;
- harassment and infringement of the legal rights of others (including their rights to privacy and the confidentiality of their data);
- giving or accepting money, gifts (or other forms of influence over another person) in order to obtain illegal benefits;
- abuse of position for personal gain, embezzlement, theft, financial fraud;
- working under the influence of alcohol and/or drugs;
- performing work without the appropriate certifications and valid medical examinations;
- sabotage, unauthorized or harmful use of company or customer resources;
- conflict of interest;
- deliberately engaging in activities that harm the natural environment and local communities;
- failure to respond to the above behaviors despite having observed them among Amlux employees or individuals associated with its operations.

We issue warnings to individuals who engage in the above behaviors, or, in cases of large-scale violations, we take immediate action. Our representatives are regularly briefed on this matter.

Values at Amlux such as:

- our customers' satisfaction;
 - employee well-being and workplace comfort;
 - the security of the service provided, people, and information;
 - environmental balance;
 - continuous development and collaboration with stakeholders
- are the key pillars of our organization's activities

Important Guidelines

In our operations, we are committed to adhering to international standards, namely, first and foremost, the **10 principles of the UN Global Compact**:

Human Rights

1. Promoting and upholding human rights as recognized by the international community
2. Elimination of all instances of human rights violations by the company

Work Standards

3. Promoting freedom of association and, in practice, recognizing the right to collective bargaining
4. Supporting the elimination of all forms of slavery and forced labor.
5. Contributing to the effective elimination of child labor.
6. Effectively Combating Discrimination in the Workplace.

Environmental Protection

7. Promoting a preventive approach to environmental issues
8. Launching initiatives that promote greater environmental responsibility.
9. Supporting the development and widespread adoption of environmentally friendly technologies

Anti-Corruption

10. Combating corruption in all its forms, including extortion and bribery

second, the conventions of the International Labor Organization (ILO), and third, the United Nations Universal Declaration of Human Rights. When new standards are introduced or existing ones are updated, the Organization appropriately adapts its operations accordingly.





Ethics and Compliance

Communication Regarding Implemented Documents

As an organization, we are fully aware of our responsibilities and the role we play in our community. We strive to meet the expectations of our stakeholders and implement best practices in the area of sustainable development, tailoring them to the specific nature of our operations. We make every effort to ensure that our strategies, policies, codes, and procedures are continuously updated and have a tangible impact on the Organization's operations. Communication regarding document updates is conducted on an ongoing basis via email from management and those responsible for the relevant processes. We ensure transparency in our actions and effectiveness in conducting business based on the principles of responsibility. A description of Amlux's key documents is provided below.

Amlux's Sustainability Policy

For years, we have been committed to ensuring the highest standards of cooperation with our stakeholders. Our efforts to date have included the implementation of a series of policies that laid the groundwork for the establishment of our Sustainability Policy in 2024. The document covers issues directly related to sustainability, such as: the environment; ethics; human rights and labor rights; anti-corruption measures, money laundering, and conflicts of interest; and sustainable procurement. Every employee working for or on behalf of Amlux is trained and familiar with the content of this document, along with the Policies and Code of Ethics (see right) that are in effect within the Organization.

Code of Conduct

We formally require each of our business partners to accept the Code of Conduct in writing. This document sets forth the Corporate Social Responsibility requirements that Amlux adheres to and expects its suppliers and business partners to follow.

The obligation to comply with this document applies to both Amlux's customers and suppliers.

Code of Ethics

It sets standards for the ethical conduct of the Organization's employees and representatives. It clarifies issues related to the company's approach to matters such as human rights, conflicts of interest, data protection, information security, and the responsibilities and rules of conduct applicable to work performed for Amlux. During the recruitment process, each employee reviews and agrees in writing to comply with the Code of Ethics, the non-competition agreement, and the confidentiality agreement.

Environmental Policy, Waste Management Policy, Water Conservation Policy

Amlux is committed to conducting its business in a responsible and sustainable manner, with a focus on protecting the environment. These policies apply to Amlux employees and those providing services on behalf of Amlux.

Human Resources Policy, Anti-Corruption Policy, Anti-Discrimination Policy, Policy on Child Labor and Juvenile Workers, Alcohol and Drug Policy, Occupational Safety and Health Policy

We address various employee-related issues that contribute to ensuring a comfortable, safe, and inclusive workplace free from unlawful conduct..

Privacy Policy

We assure you that the stakeholder data entrusted to us is secure and protected against unauthorized use, and that all Amlux employees are aware of the rules for handling personal data properly and in compliance with the law.





Ethics and Compliance

Risk Management in the Organizational Environment



Due Diligence and Double Materiality

The Due Diligence process within the Organization is based on the results of a Double Materiality Assessment, which identifies key areas of impact as well as risks and opportunities from environmental, social, and financial perspectives.

Identified risks and opportunities are classified according to their level of significance, and for significant areas, measures are identified to mitigate risks or capitalize on opportunities. The assessment takes into account both the potential negative impacts of operations and the potential to create value through the implementation of sustainable development initiatives.

These processes have a significant impact on the commitments made by the Organization, particularly in the context of collaboration with new stakeholders. In the case of risks that cannot be brought down to an acceptable level, the decision to make a commitment may be reviewed negatively. This approach ensures that risk management is aligned with the Organization's ESG priorities and the [expectations of its stakeholders](#).

Given the expectations of our stakeholders, particularly our customers, we expect our business partners to adopt a similar approach to impact analysis and the management of risks and opportunities.

Integrated Management System

Several years ago, the organization implemented and has been adhering to the procedures of the Integrated Management System, which is overseen by the CEO, while the management of the IMS is handled by the designated Integrated Management System Representative and the Information Security Management System Representative. Currently, the company has implemented certified management systems compliant with ISO 9001, 14001, 27001, and 45001 standards.





The Company's Surroundings

Map of Key Stakeholders

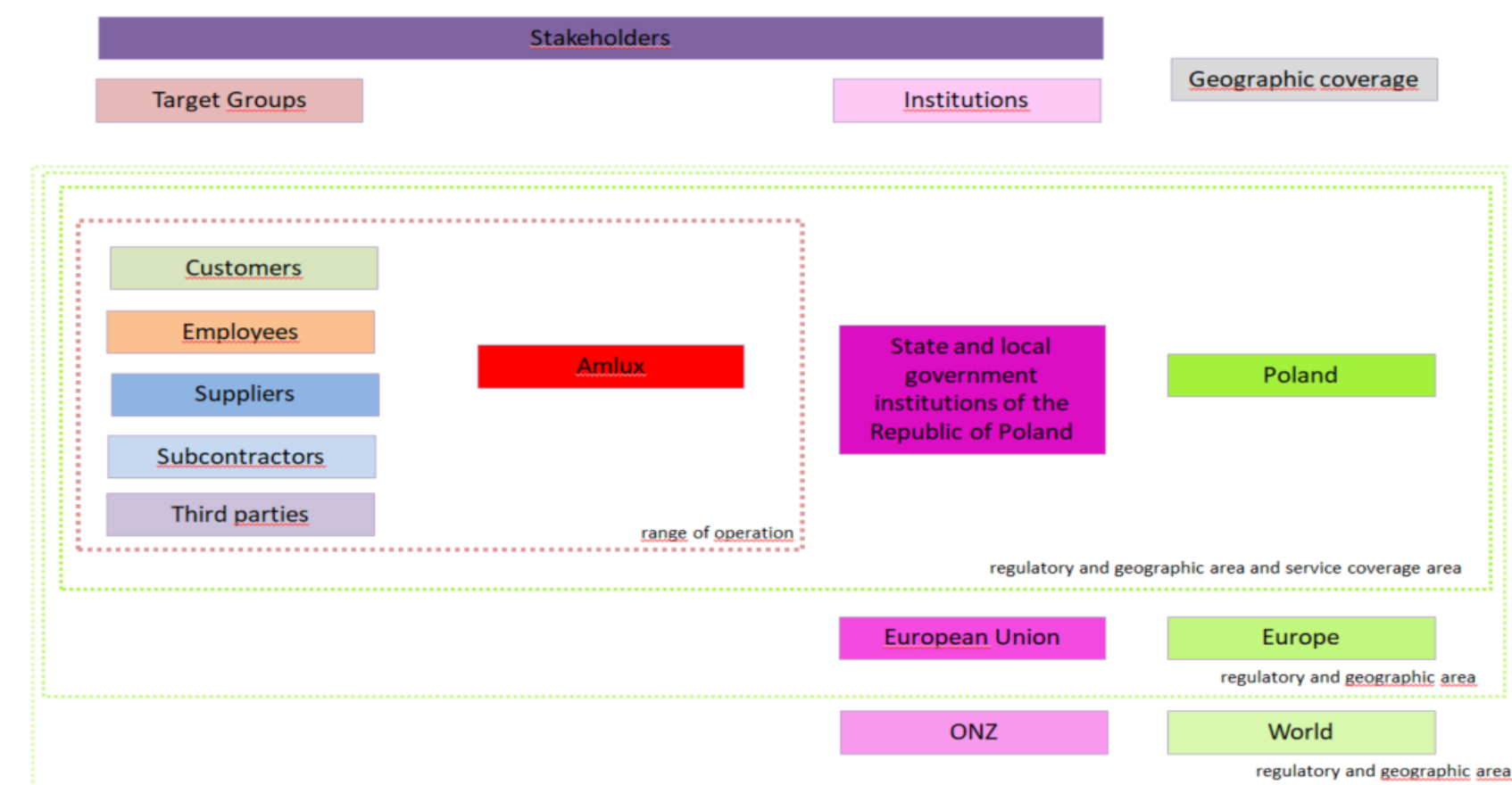
Taking into account the Organization's geographic, regulatory, social, and business environment, a dual materiality assessment (DMA) was conducted. It involved a detailed examination of the materiality of the Organization's impact (Impact Materiality) on both the environment and the environment's impact on the Organization (Financial Materiality), taking into account existing risks and opportunities (IRO). Thoroughly discussed [here](#).

Stakeholder Map

During the analysis, we identified Amlux's key stakeholders.

- **Amlux** – The Management Board and the Owner of Amlux..
- **Customers** – entities for which Amlux, together with its subcontractors, provides services such as cleaning services
- **Employees** – all Amlux employees and subcontractors providing services for Amlux at customer sites.
- **Suppliers** – companies that supply the chemicals, hygiene products, materials, and machinery necessary for Amlux to provide its services.
- **Subcontractors** – entities that support Amlux in providing specialized services.
- **Third parties** – entities in Amlux's environment that are not directly related to its business profile but are affected by the results of its operations.
- **Regulatory and supervisory institutions, as well as global bodies that issue guidelines and recommendations, shape** – they direction of change and the pace of regulatory implementation among Amlux's stakeholders and within Amlux..

Map of the scope of regulatory and geographic interactions among [Amlux](#) stakeholders



The UN has been identified as the most important global international stakeholder, but other entities of significance to Amlux include, among others, the International Labor Organization, the World Health Organization, and the Organization for Economic Co-operation and Development (OECD).





The Company's Surroundings

Levels of Stakeholder Influence and Interest

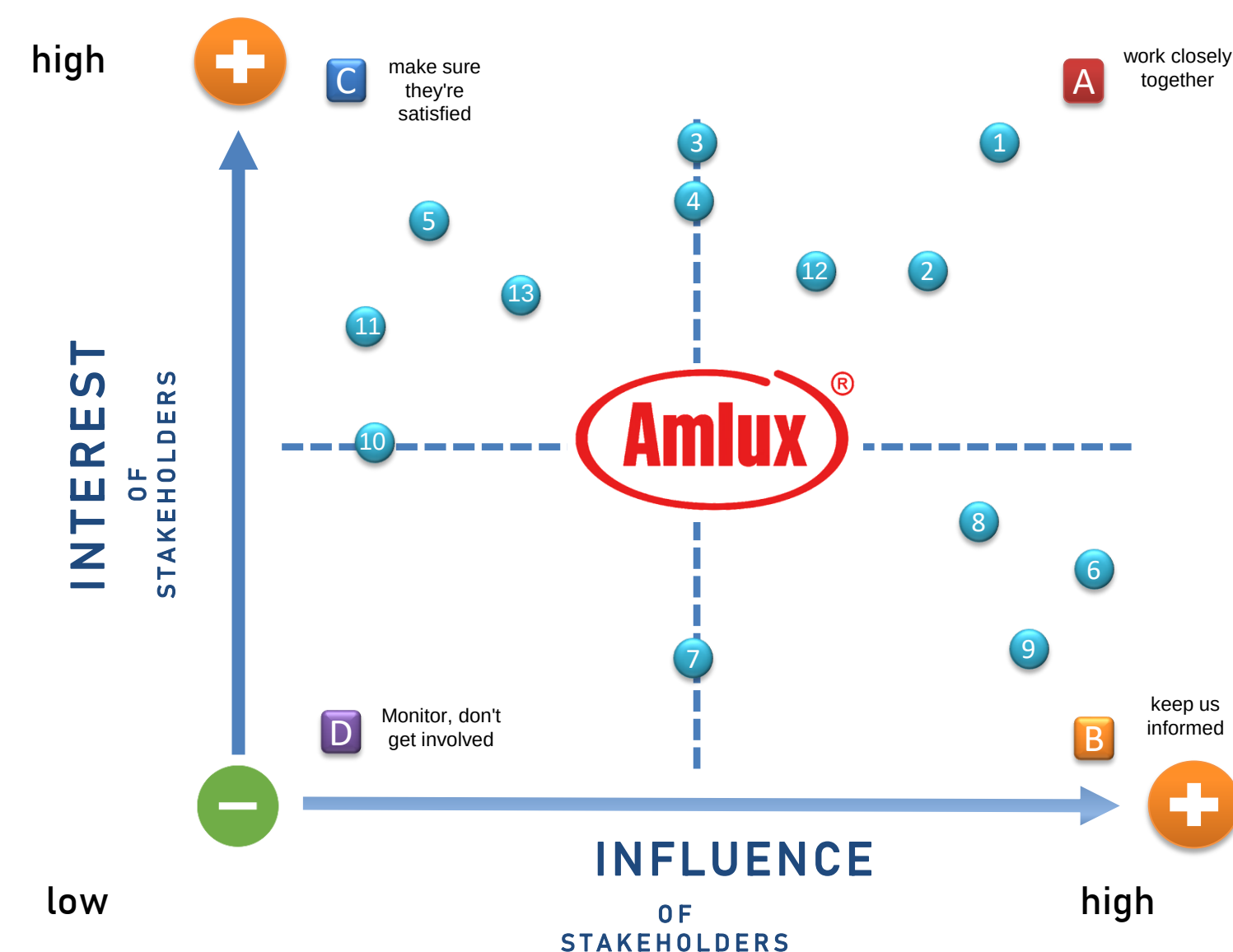
Mapping Amlux's stakeholders allowed us to categorize them based on their level of influence and degree of interest. The chart shows the stakeholders identified as key to Amlux, along with the topics deemed material during the materiality assessment conducted independently by the Organization in regular meetings involving 15 people: representatives of various departments, management, and the company's Board of Directors.

Amlux's Stakeholder Impact Map and Stakeholder Interest

- The Management Board and the Owner of Amlux(4 i 3)
- Customers (2)
- Employees (1)
- Suppliers(5)
- Subcontractors (12)
- Third parties – lokalna społeczność (7), banki (13), uczelnie (11), media (8), konkurencja (10).
- Regulatory and supervisory institutions, as well as global bodies that issue guidelines and recommendations (9)

In addition, the map includes the natural environment as a factor of impact (6).

We engage in active dialogue with our stakeholders, as discussed in the chapter [7](#).





The Company's Surroundings

Double Materiality (DMA)

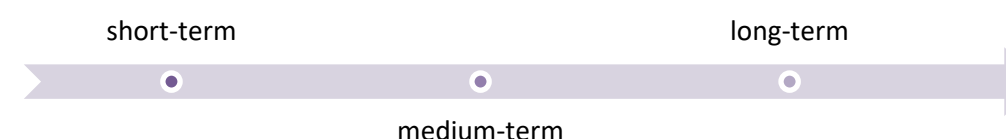
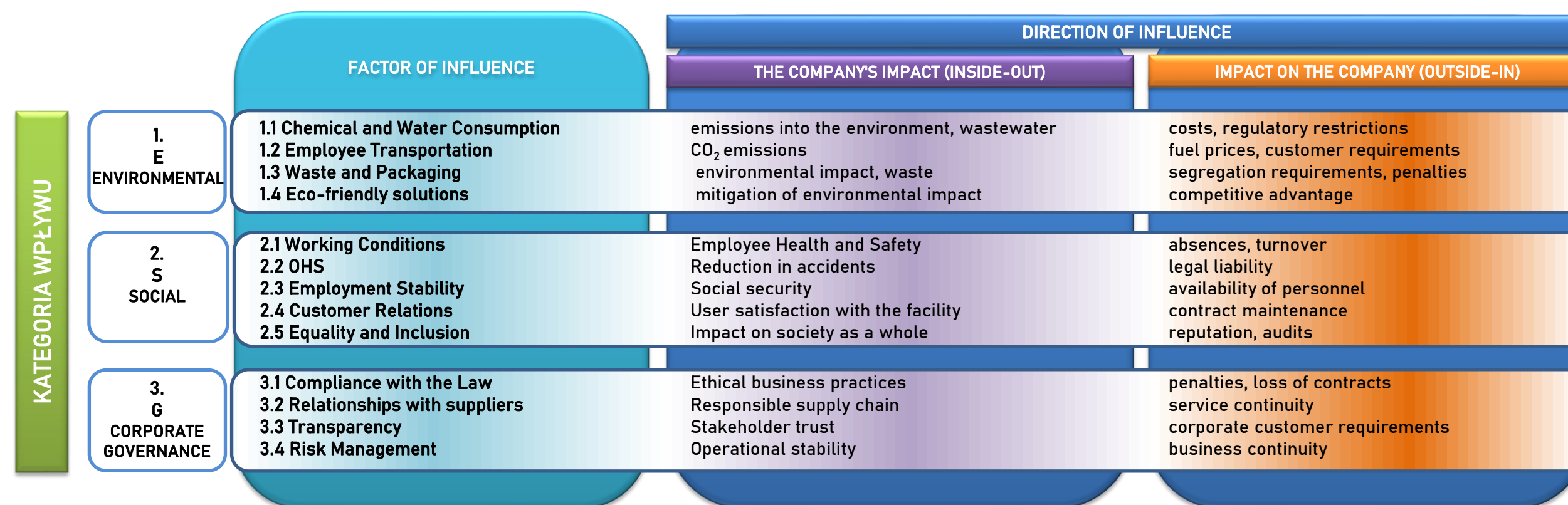
The impact was considered in the context of:

- environmental,
- social
- corporate governance

Given the nationwide scope of Amlux's services, the analysis covered the territory of Poland and the relevant impact of national, EU, and international regulations, standards, and norms.

The analysis covers material topics that, given the nature of the service provided and the specific characteristics of the cleaning industry, are key to determining the scope of sustainability reporting. These material topics were identified during the materiality assessment.

Grouping of Impact and Material Topics



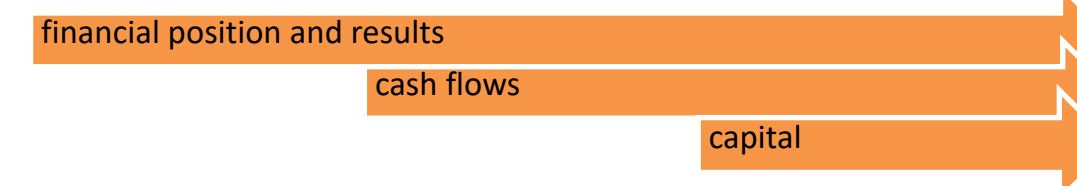
time horizon

The impact was examined from two perspectives:

inside-out - that is, the impact of a company and its supply chain on its environment (the significance of that impact)

outside-in - that is, the impact of the external environment on the company (financial significance)

the organization's condition





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Preventing Violations

Whistleblower Protection and Reporting of Violations



Type of violations	Number of valid reports in 2024
corruption	0
violation of personal rights	0
workplace bullying	0
discrimination	0
sexual harassment	0
personal data breach	0

Convictions and Fines

In 2024, no final judgments were rendered against the Organization, nor were any fines imposed in connection with violations of anti-corruption or anti-bribery laws.

Reporting Violations

The company has secure and confidential procedures in place for reporting irregularities:

- anonymous contact form on the website: <https://amlux.pl/kontakt/> (*tab Zgłoszenie dotyczące etyki biznesu*)
- dedicated email address: compliance@amlux.pl
- complaint boxes at Amlux regional offices
- anonymous letter sent to the company's headquarters: Amlux Sp. z o (ul. Grójecka 77, 02-094 Warszawa)
- contact the organization by calling its general number (+ 48 22 33 66 666)
- report the violation directly to the Amlux employee present at the time (for people outside the Organization) or a trusted colleague or immediate supervisor (for employees under Amlux's supervision).

All reports are monitored by a designated company representative and reviewed on an ongoing basis by the department managers responsible for resolving the issue in question, provided the report does not involve them personally. In such situations, as well as in the case of reports critical to the Organization, the Management Board is notified. In 2024, no substantiated reports of violations were recorded (as shown in the table on the right); therefore, starting in 2025, staff training in this area has been intensified.



Employees and Local Communities





i wszystko w porządku...

Friendly and comfortable work environment

Team Preparation

Contrary to popular belief, work in the cleaning services industry is a highly specialized profession that requires a range of skills and qualities, such as: attention to detail, responsibility, patience, conscientiousness, reliability, and good communication skills. These are desirable qualities sought after in prospective employees. Additionally, during the recruitment process, preference is given to candidates with no medical contraindications for the specific position, who are physically fit, and who possess the knowledge and/or willingness to effectively learn new information and put it into practice.

Our employees and their well-being are important to us

We know that **work performance** depends heavily on the **trust** built between the employer and the employee. We make sure that every employee feels **safe** in their workplace and has access to the necessary resources and materials, and that **fair pay** ensures a decent standard of living. Before starting a service, we verify the potential working conditions for our employees at the client's facility—including access to restrooms and drinking water, break rooms (e.g., locker rooms, dining areas, and rest areas), and utility rooms (e.g., for storing chemicals, supplies, and cleaning equipment), as well as safe infrastructure. We provide appropriate work clothing and footwear, as well as personal protective equipment.

We share our **knowledge** and strive to ensure it is constantly updated and expanded to include topics that streamline work, minimize physical exertion, and increase awareness among staff and their surroundings regarding cleaning processes.

Employees in the cleaning services industry are often subject to stigmatization and stereotypical, often unfair, perceptions by those around them. **We strive to change this mindset**, recognizing that the work of cleaning staff is extremely important because it ensures the safety and cleanliness of facilities every day and also impacts the health of their users - which includes each and every one of us.

Every new employee of Amlux and its subcontractors undergoes health and safety training, general orientation, and job-specific training (a total of at least 11 hours) during the onboarding phase, which familiarizes them with the essential aspects of their work.

After completing health and safety and job-specific training, each employee knows *:

- what standards apply at the company and what behaviors are strictly prohibited;
- what the terms of employment are and what rights they are entitled to,
- when they will receive their pay and how much;
- how to report absences and vacation time;
- how to communicate with the company;
- what their scope of duties is and what areas they are responsible for;
- what risks they face in their specific job;
- what personal protective equipment is available and how to use it properly;
- what methods exist to minimize risks associated with the job, the operation of machinery and equipment, or the specific nature of the facility where they work;
- how to report accidents, hazardous situations, or malfunctions;
- how to administer first aid and ensure the safety of injured persons in their vicinity;
- how to report any violations they observe.

Employees—especially those in the cleaning department and its management—also know that:

- how to use the devices and equipment provided as part of the service;
- how to safely store and prepare chemicals and their solutions for use;
- How to Read Chemical Safety Data Sheets;
- how to use the client's facilities and property safely and confidentially.

*In 2024, 100% of individuals starting work at Amlux or on its behalf received training on the above-mentioned issues





Friendly and comfortable work environment

Building Partnerships and Mutual Trust

Work Conditions and Atmosphere

The organization consistently fosters a work environment based on mutual respect, cooperation, and open communication. A key element of this approach is creating a **positive work atmosphere** that promotes employee engagement and satisfaction. As part of its human resources management, the organization places particular emphasis on:

- the development of **flexible forms of work organization**,
- ensuring **equal treatment**,
- maintaining **high standards of occupational safety and health**.

The organization strives to ensure that its employees identify with its [values](#)  and take pride in their workplace. To this end, it actively promotes a culture of **open dialogue**, which includes gathering feedback and constructive criticism to support continuous improvement. An additional component of the employee support system is the role of the employee representative, who provides independent support in resolving day-to-day issues and strengthens internal communication.

Raising the standards of organizational culture and the quality of working conditions is also a key element of our collaboration with business partners. These relationships are two-way: on the one hand, the growing demands of our business partners contribute to the further development of our organization's standards; on the other hand, the solutions implemented by Amlux can inspire our partners to adopt similar practices.

The organization focuses on recruiting and retaining qualified employees by building long-term professional relationships with them. The human resources management system includes:

- transparent compensation policies, governed by the provisions of the Compensation Policy;
- the functioning of labor unions with which the Management Board engages in dialogue and reaches agreements on key employee issues;
- ensuring the well-being of employees and providing decent and safe working conditions;
- promoting work-life balance through a system of substitutions and ensuring sufficient staffing levels;
- ongoing analysis of potential gaps in the human resources management system and the implementation of measures to improve it.





Employment Structure

Statistics on New Hires and Staff Turnover

New Hires

During the period under review, the organization reported an increase in total employment:

- ▲ of 103 employees in 2023 year;
- ▲ of 119 employees in 2024 year.

This represents a **15,5%** increase year-over-year, indicating business growth and increased operational demand..

At the same time, the employment structure of the new workforce remains **distinctly female-dominated**:

- Women: about 75% of employees
- Men: about 25%.mężczyźni: ok. **25%**.

However, there is a gradual **increase in the proportion of men**, which may indicate greater diversification in employment.

The age distribution suggests that the organization mainly attracts middle-aged and older employees, which may be due to the nature of the work or the availability of this group in the labor market.

A high proportion of employees aged 30–50 and 50+ may indicate employment stability and the attractiveness of the job for people with more professional experience.

Total number of newly hired employees, broken down by age and gender	age group	year	women	men	in total
	under 30 years old	2023	7	4	11
		2024	5	5	10
	30 to 50 years old	2023	46	7	53
		2024	42	13	55
	over 50 years old	2023	27	12	39
		2024	43	11	54
	in total	2023	80	23	103
		2024	90	29	119
	Employment Rate*	2023	11,16%	7,88%	10,21%
		2024	8,47%	2,96%	12,38%

*the ratio of the number of newly hired employees to the total number of employees





Employment Structure

Statistics on New Hires and Staff Turnover

Total number of employee departures, by age and gender	age group	year	women	men	in total
	under 30 years old	2023	12	3	15
		2024	20	8	28
	30 to 50 years old	2023	86	24	110
		2024	107	36	143
	over 50 years old	2023	137	37	174
		2024	168	56	224
	in total	2023	235	64	299
		2024	295	100	395
	Turnover Ratio**	2023	23%	6%	30%
		2024	28%	9%	37%

** the ratio of the number of employees who left the company to the total number of employees

Staff Turnover

During the period under review, the organization recorded a significant increase in employee turnover (from 30% to 37%), affecting all demographic groups, which occurred in parallel with a rapid increase in headcount—a phenomenon typical of organizations in a phase of rapid growth.

Increased turnover has been identified as a key area for improvement, for which targeted corrective measures are being implemented. The service sector in the cleaning industry is characterized by high turnover, mainly due to the temporary nature of contracts with clients—particularly those in the public procurement sector. Upon the expiration of such a contract, we strive to retain jobs by reassigning employees to positions with similar responsibilities at facilities located as close as possible to their place of residence. At the same time, we respect every employee's right to choose and their decision regarding continued employment.

Gender-based turnover from 2023 to 2024:

- ▲ a 5% increase for women
- ▲ a 3% increase for men.

The organization provides significant employment opportunities for women, who make up the majority of its workforce, which is in line with its equality goals.

Turnover by Age (Number of Departures) for the Years 2023–2024 :

- ▲ an increase of 13 people in the under-30 age group;
- ▲ an increase of 32 people in the 20–50 age group;;
- ▲ an increase of 50 people in the 50-and-over age group—the largest increase in terms of numbers

The organization is increasing the proportion of employees aged 50 and older, thereby promoting age inclusivity and encouraging this group to participate in the labor market, which in turn offers them the opportunity to improve their financial situation.

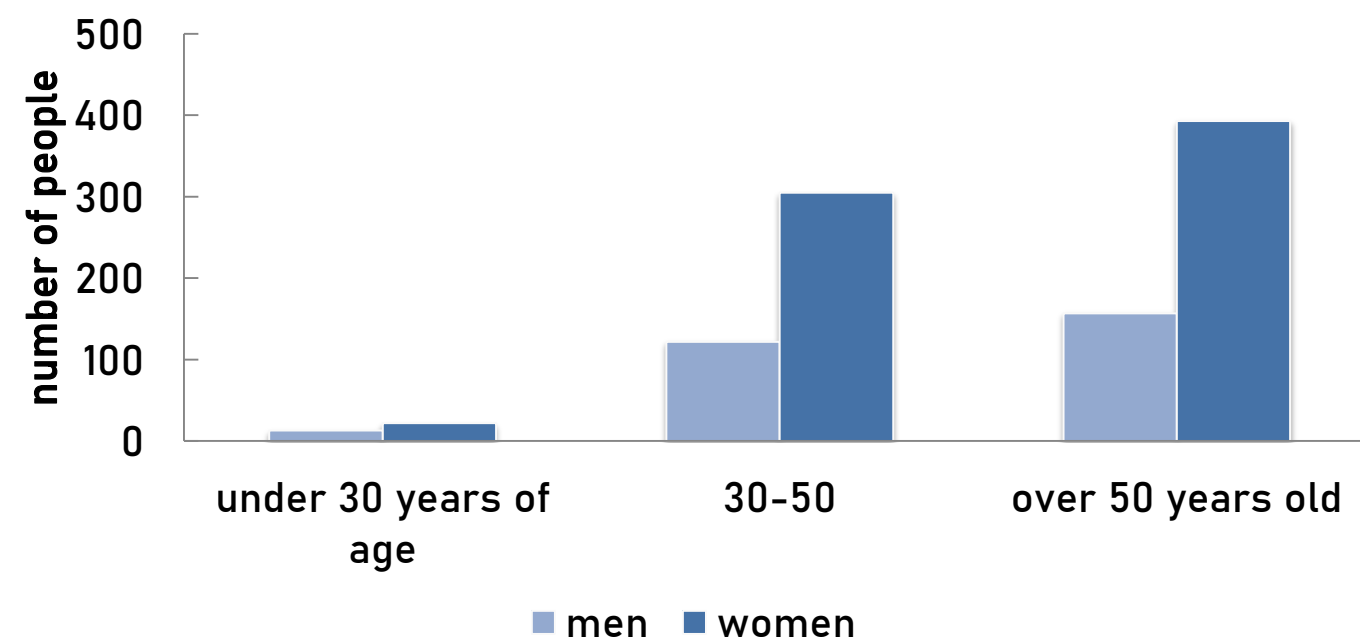




Employment Structure

Changes in Age and Gender Structure

Overall Age Structure in 2023



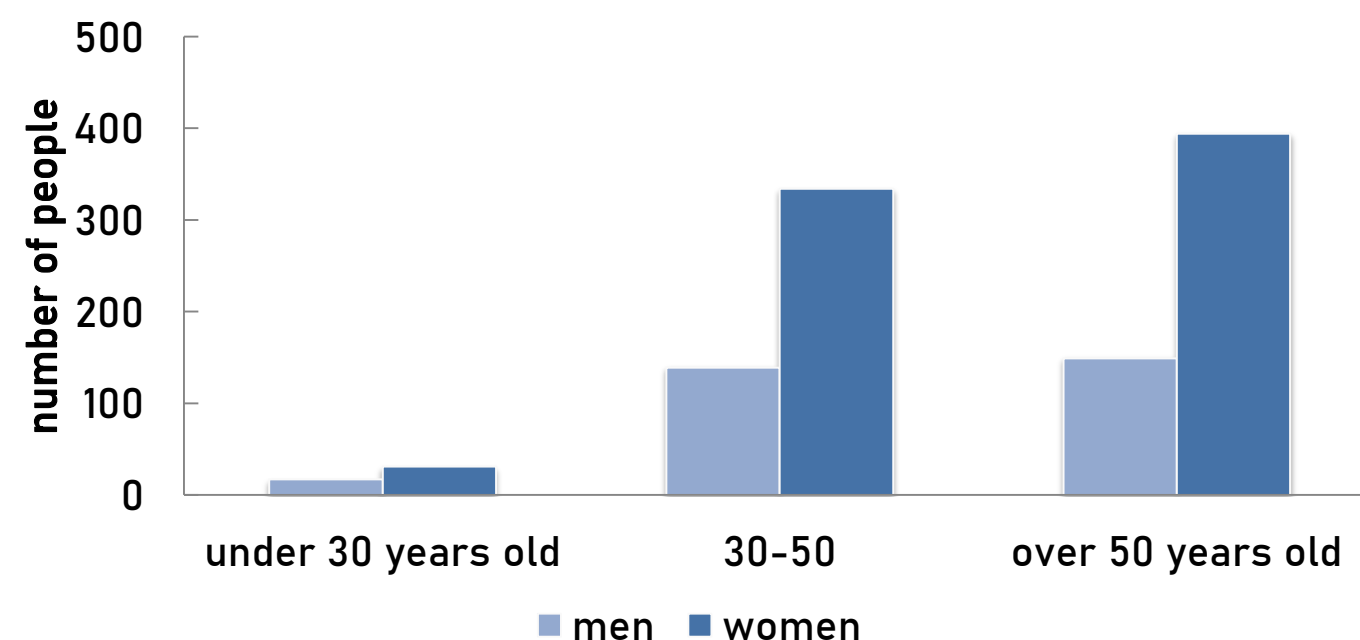
The organization reported a significant increase in employment (up 15.5% year-over-year), which confirms its operational growth and the growing demand for its cleaning services.

The employment structure is characterized by:

- a high proportion of women
- a stable representation of employees aged 30–50
- a growing proportion of employees over 50, which supports age inclusion.

During the period under review, an increase in employee turnover was also observed. This phenomenon occurred in parallel with a sharp rise in employment and was identified as a key area for improvement.

Overall Age Structure in 2024



The organization takes actions aimed at:

- increasing job stability
- improving employee retention
- further strengthening diversity and inclusion.

This approach is in line with the long-term goal of building a sustainable and resilient employment model that is based on employment trends, tailored to the specific characteristics of local labor markets, and engages employees in long-term, mutually beneficial relationships with Amlux.

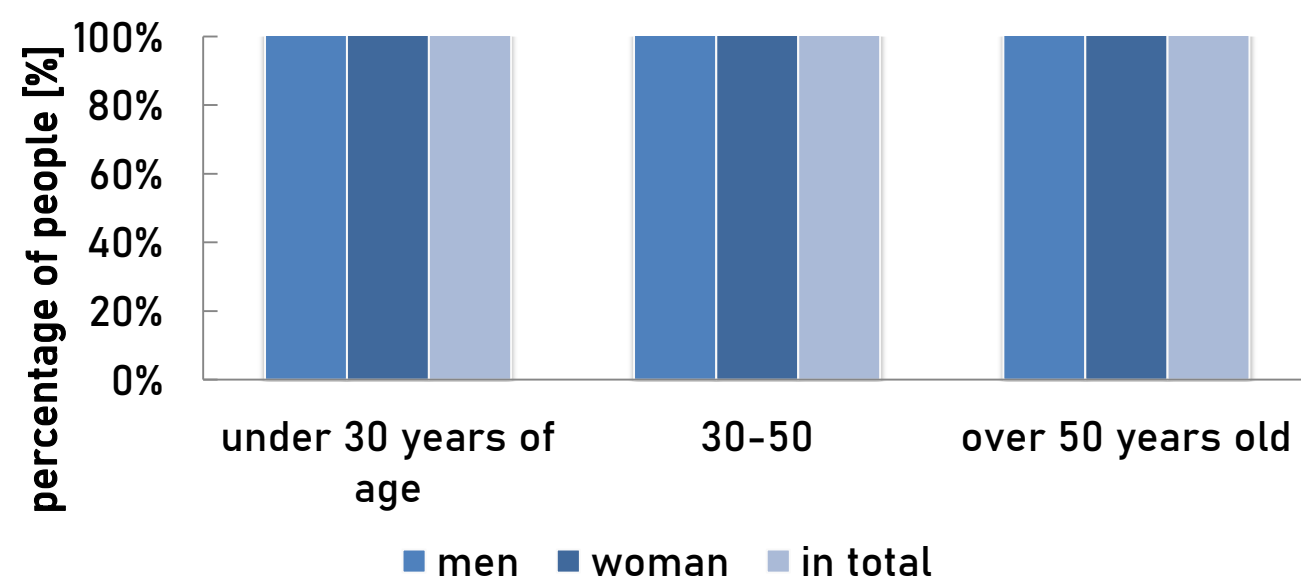




Employment Structure

Changes in Age and Gender Structure

Structure of the operational support staff



An Overview of the Company in 2024

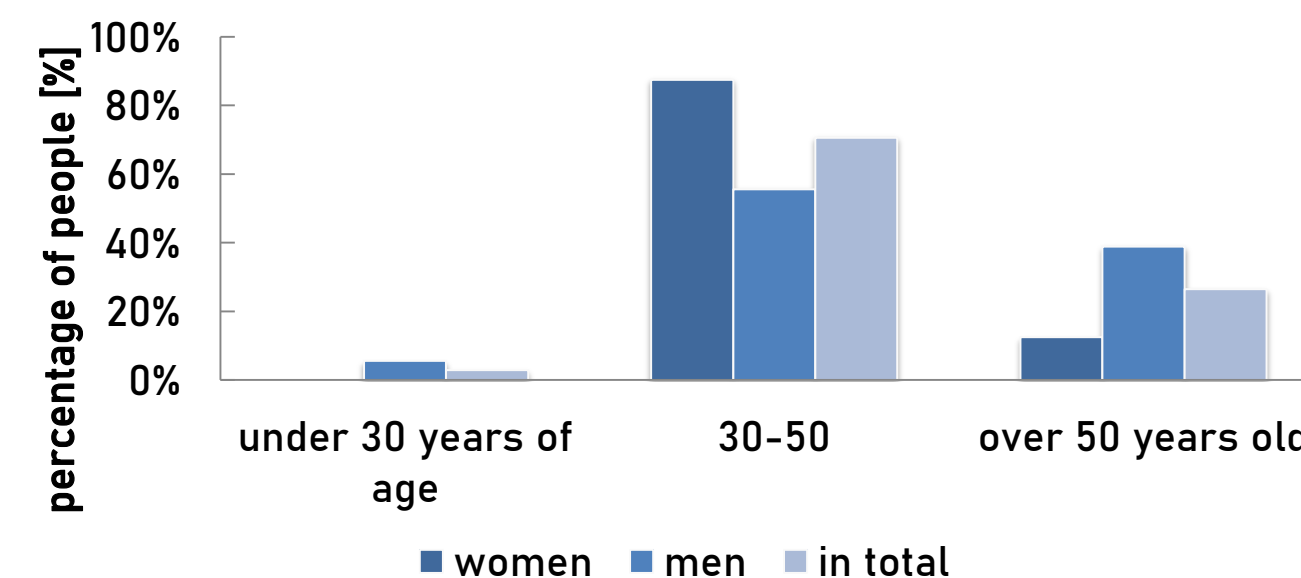
In the statistics presented, employees were grouped into four separate divisions of the company, namely:

- **operational support** – the administrative and sales departments do not work at client sites
- **physical workers** – directly providing services at customers' facilities
- **supervisory staff** – responsible for supervising employees and ensuring service quality at the facilities
- **management team** – responsible for overseeing the company's various organizational units; these include managers and directors of the central division

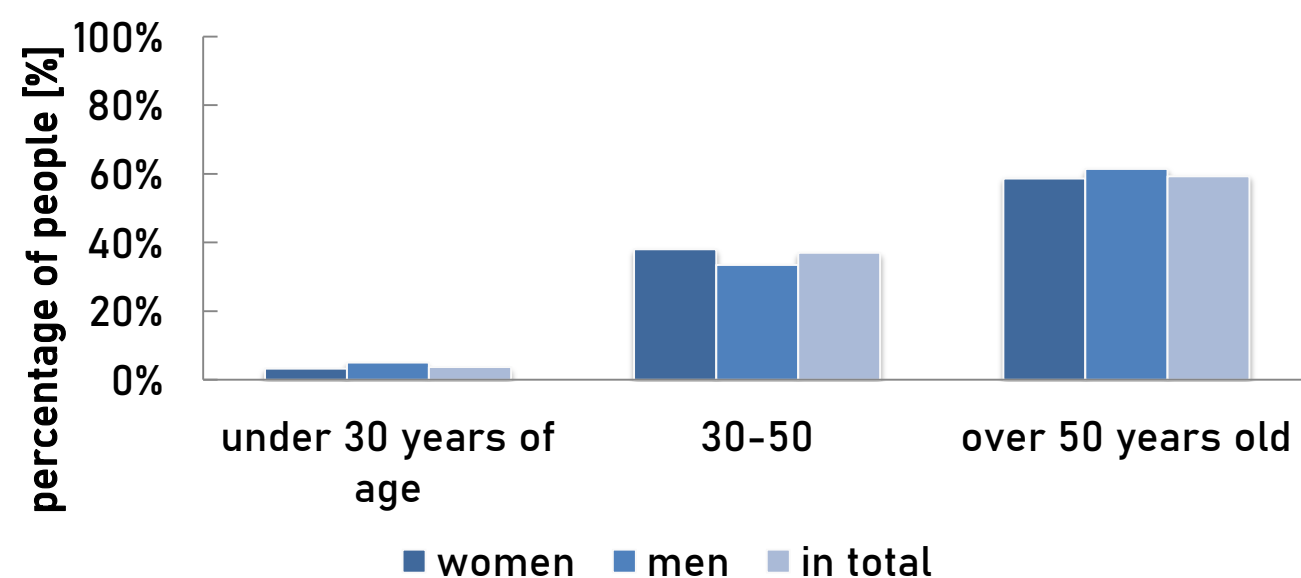
Employees are assigned to only one of the above groups. The age distribution of the organization's workforce shows a clear predominance of employees aged **30–50**, who constitute a key part of the staff in all areas of operation. At the same time, there is a significant proportion of people **over the age of 50**, particularly among management and supervisory staff, which reflects the importance of professional experience in decision-making and management processes.

Among manual workers, older individuals predominate, while the proportion of workers **under 30** remains low in all the groups analyzed. The current age structure indicates a need to further strengthen efforts related to **age diversity**, in particular by creating conditions conducive to recruiting and developing younger employees, while retaining and fully utilizing the potential of experienced staff.

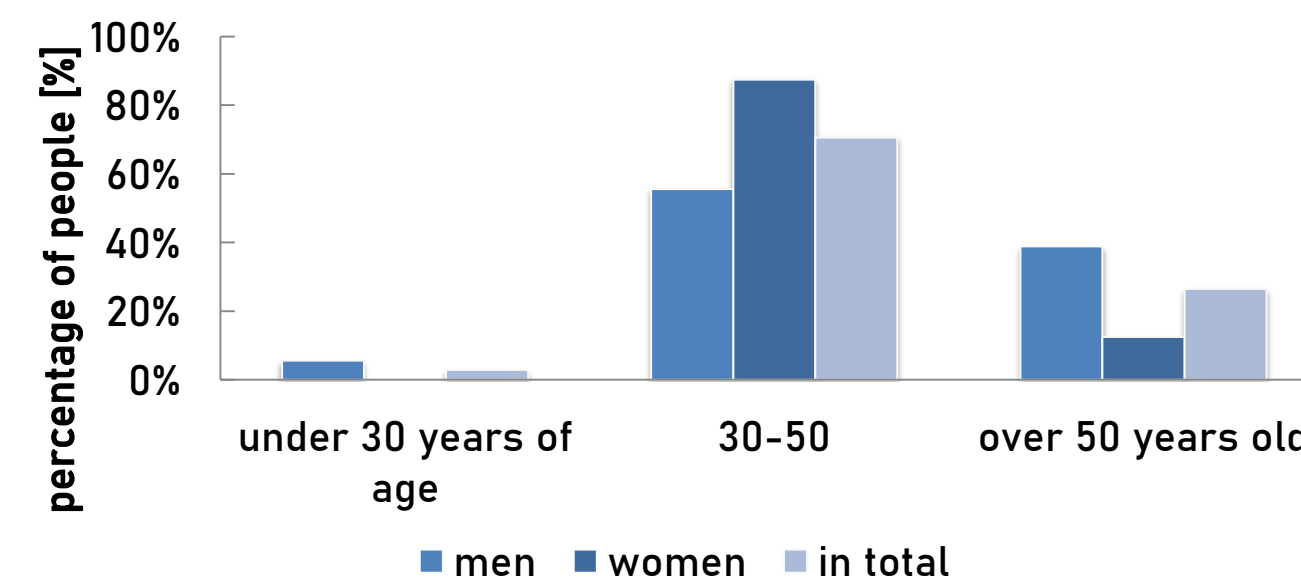
Structure of the management team



Structure of the physical workers staff



Structure of the supervisory staff

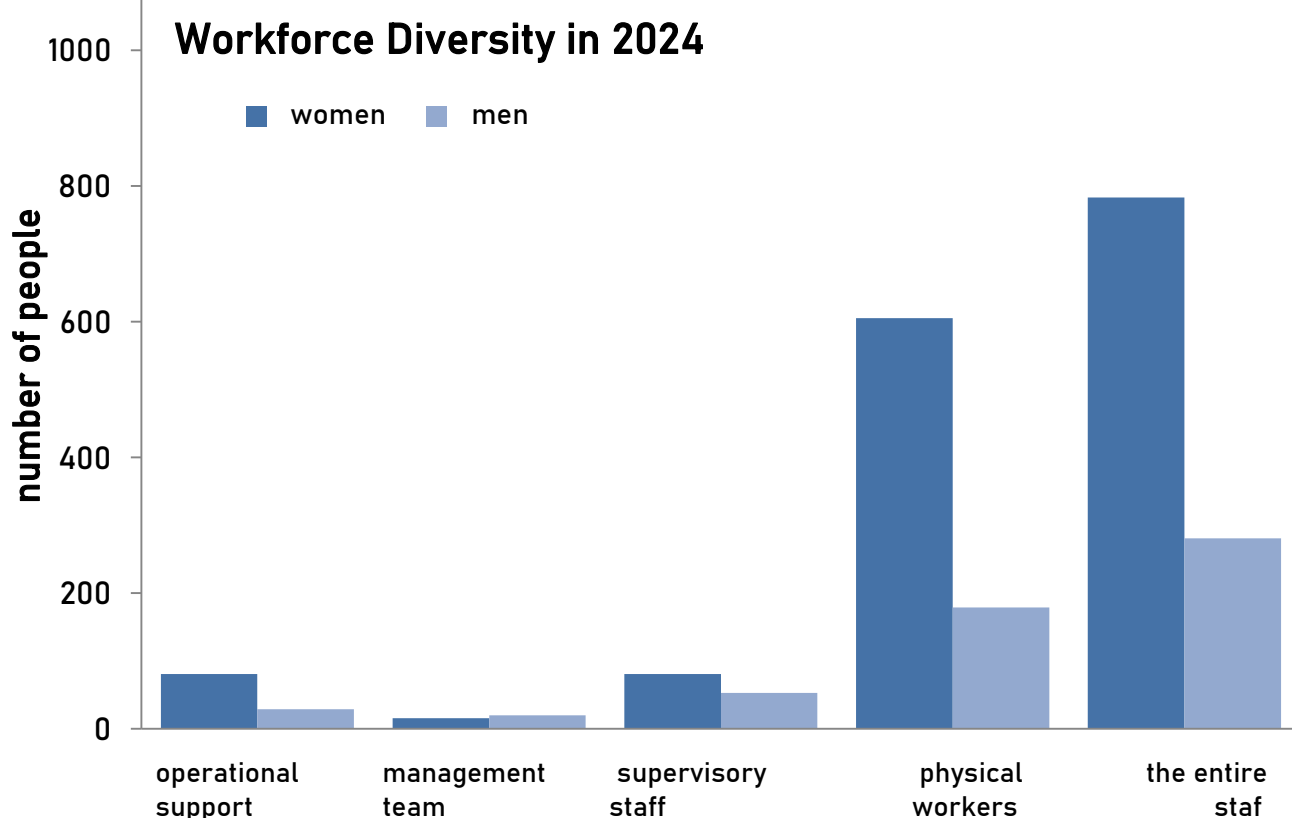
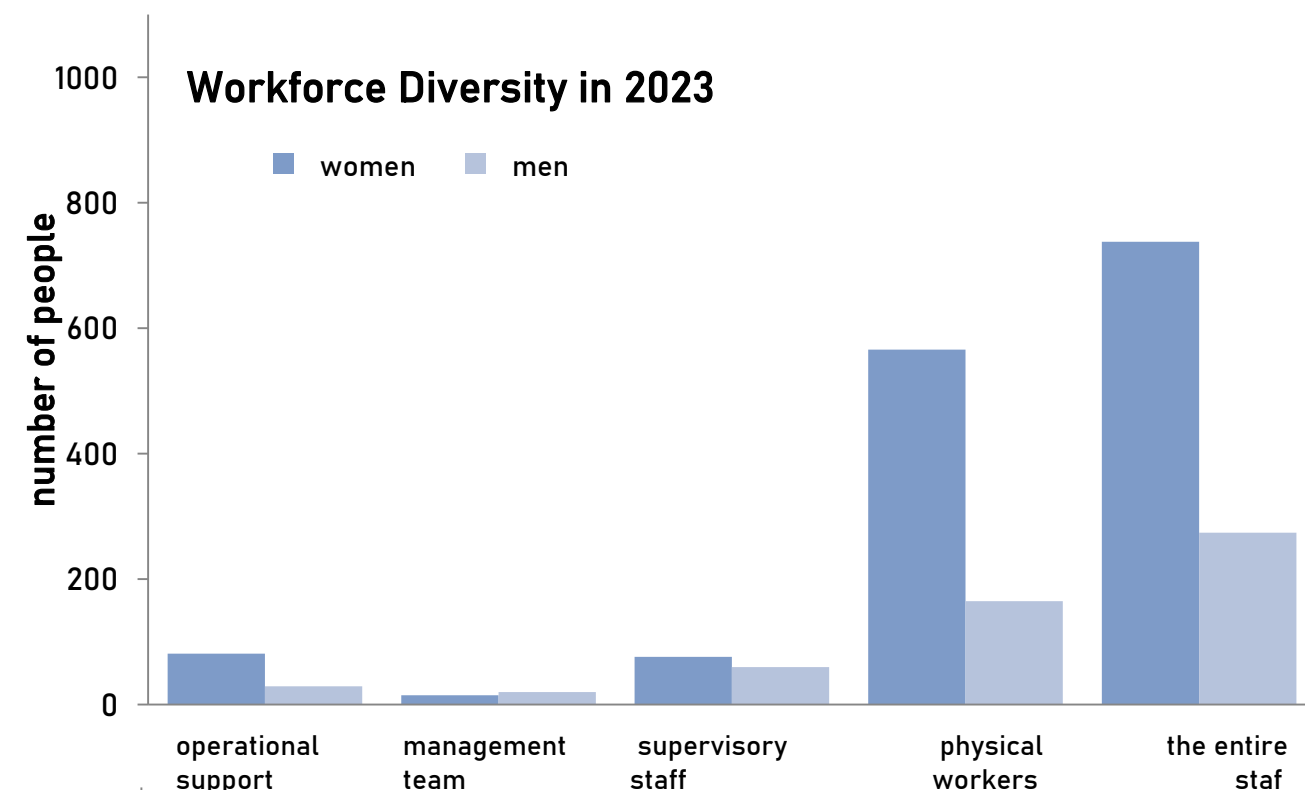




i wszystko w porządku...

Employment Structure

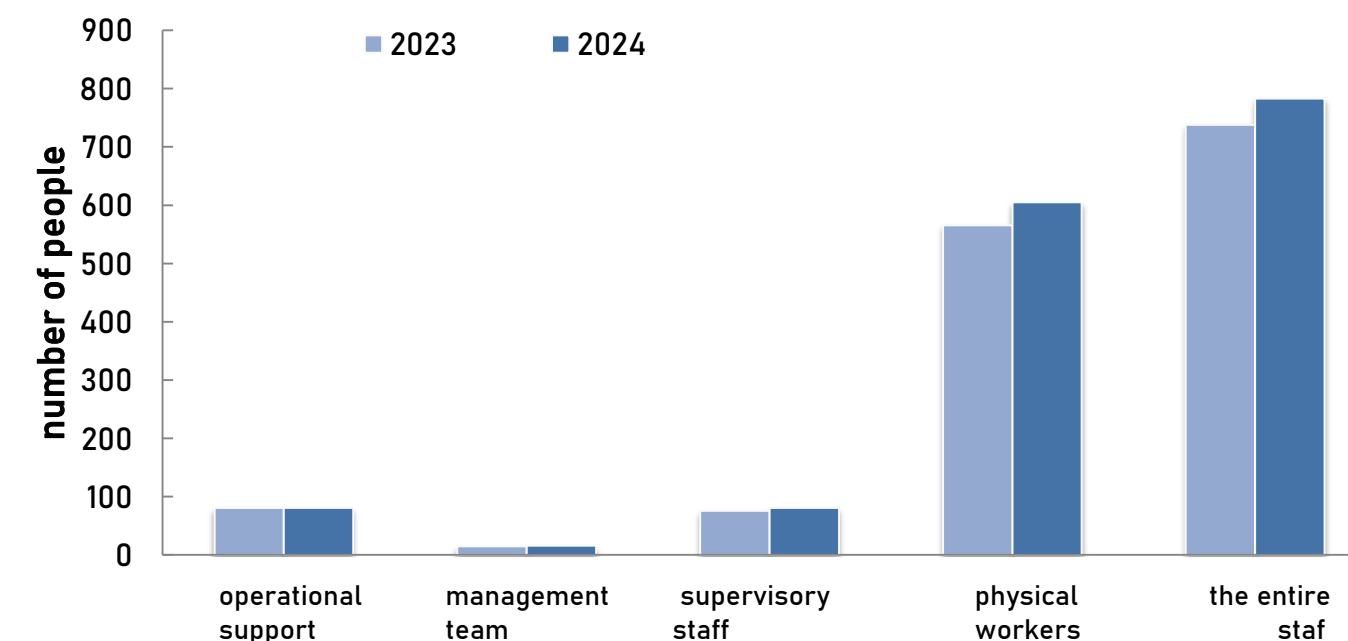
Changes in Age and Gender Structure



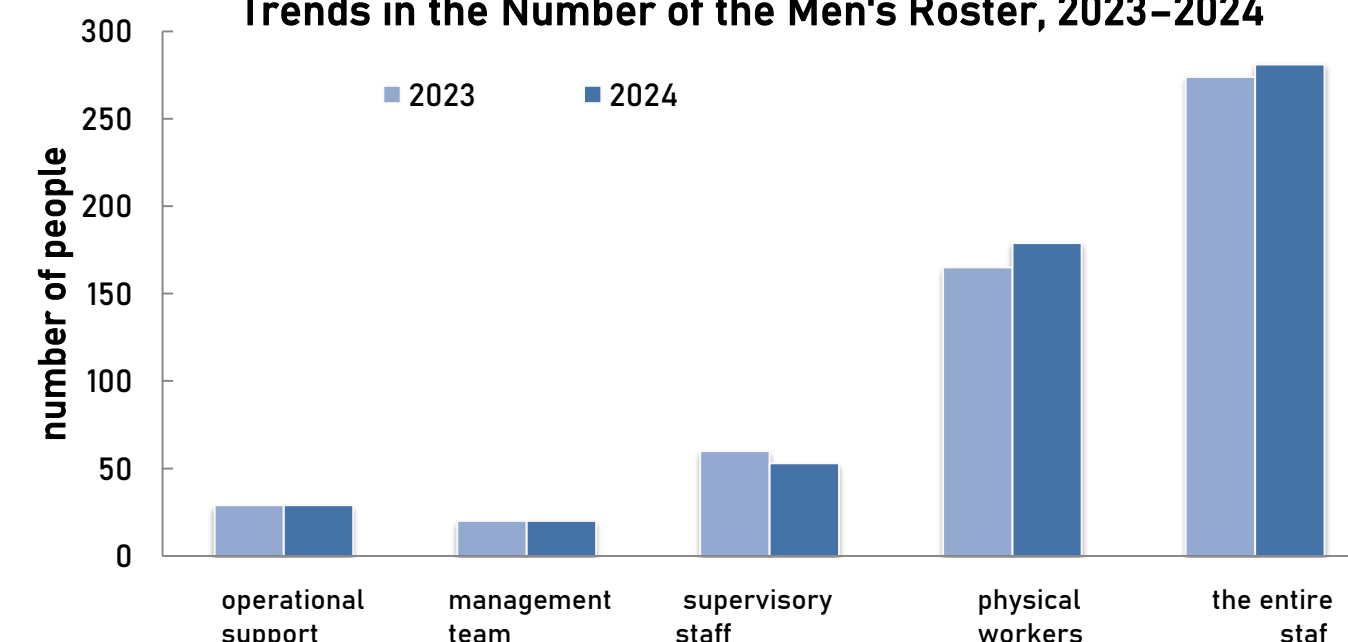
An Overview of Gender Diversity Among the Company's Workforce in 2023–2024

In 2024, the organization's employment structure was characterized by a clear predominance of women in all employee groups analyzed. The largest category was manual workers, among whom women constituted the overwhelming majority (605 women compared to 179 men). This trend was evident in the total number of employees—758 women compared to 304 men. In the operational support staff, the employment structure remained stable (81 women and 29 men), while the management staff showed a relatively more balanced gender distribution (16 women and 20 men). Women also outnumbered men in the group of employees responsible for supervising individuals (81 women compared to 53 men). A year-over-year comparison of the data shows a gradual increase in employment, particularly among women. In 2023, the number of women was 717, while in 2024 it rose to 758. The largest increase was recorded among manual workers (an increase from 566 to 605 people) and among supervisory staff (from 76 to 81 people). An increase in the number of women was also observed among management. For men, the changes were moderate. The total number of male employees increased slightly (from 292 to 304), with the largest increase occurring among manual workers (from 165 to 179). At the same time, there was a decrease in the number of men in supervisory roles (from 60 to 53), which may indicate organizational changes or staff turnover in this job category. Data analysis confirms the persistent employment structure typical of the cleaning services industry, in which women play a dominant role. At the same time, there is a noticeable upward trend in employment, while the gender breakdown within individual employee groups remains relatively stable.

Trends in the Number of Female Staff, 2023–2024



Trends in the Number of the Men's Roster, 2023–2024





i wszystko w porządku...

Employment Structure

Employee Contracts and Payroll Statistics

Total number of employees, broken down by type of contract and gender	type of contract	year	women	men
	fixed-term contract	2023	464	162
		2024	502	160
	permanent contract	2023	253	130
		2024	256	144

Total number of employees by employment type and gender	type of employment	year	women	men
	full-time	2023	430	240
		2024	434	237
	part-time	2023	287	52
		2024	324	67

Employee Contracts

We strive to build a competent, committed, and experienced workforce. We prioritize job stability and invest in the development of our staff, as this contributes to the growth of the organization and enhances the overall well-being of all employees. The company has not entered into any collective bargaining agreements.

We require every Amlux employee and anyone providing services on its behalf to comply with the Code of Ethics and the Work Regulations. Everyone is required to comply with the law, particularly with regard to confidentiality, the GDPR, respect for property, and health and safety regulations. Additionally, our staff agrees to work while sober—that is, not under the influence of intoxicating substances such as alcohol or drugs—and consents to sobriety checks during or prior to performing work.

General statistics show that the majority of employees are women. This is consistent with the specifications for use in the cleaning industry. This applies to use that does not result in any incidents of gender discrimination or any observations regarding employee differentiation that are not dependent on the application of labor law. The organization aims to counteract inequalities in employment and employee treatment. Anti-discrimination policy.

We provide benefits and amenities, as well as a comprehensive bonus system, that support effective performance and encourage long-term employment with Amlux or working for Amlux. More in this [section](#).

In 2023, we employed 1,009 people, including 717 women and 292 men.
In 2024, we employed 1,062 people, including 758 women and 304 men.

In 2023, 914 non-Amlux employees worked for the company.
In 2024, 1,060 non-Amlux employees worked for the company.





i wszystko w porządku...

Employment Structure

Employee Contracts and Payroll Statistics

Operational support staff



The breakdown of earnings in the employment structure by gender in 2024

The organization has adopted the Remuneration Regulations, which define the rules regarding:

- remuneration;
- bonuses and rewards;
- remuneration for overtime and night work;
- social benefits;
- severance pay and compensation;
- allowance and reimbursement of travel, accommodation and commuting costs.

The document ensures fair and transparent remuneration principles and a motivational system for all employees.

Ensuring equal pay for women and men is a key commitment for us. We regularly analyze our pay structure to identify and address any potential gaps. We offer market-leading salaries that are competitive and reflect the competence, experience, and commitment of each employee. No significant pay gap (above 5%) was found in any category, which is due to the consistent application of uniform, objective remuneration criteria, independent of gender, such as scope of responsibility, level of required qualifications, experience and work results. No significant pay differences between women and men were identified in the analyzed job groups. This result is the result of a balanced remuneration system, consistent with the company's general policy of equal pay for equal work or work of equal value.

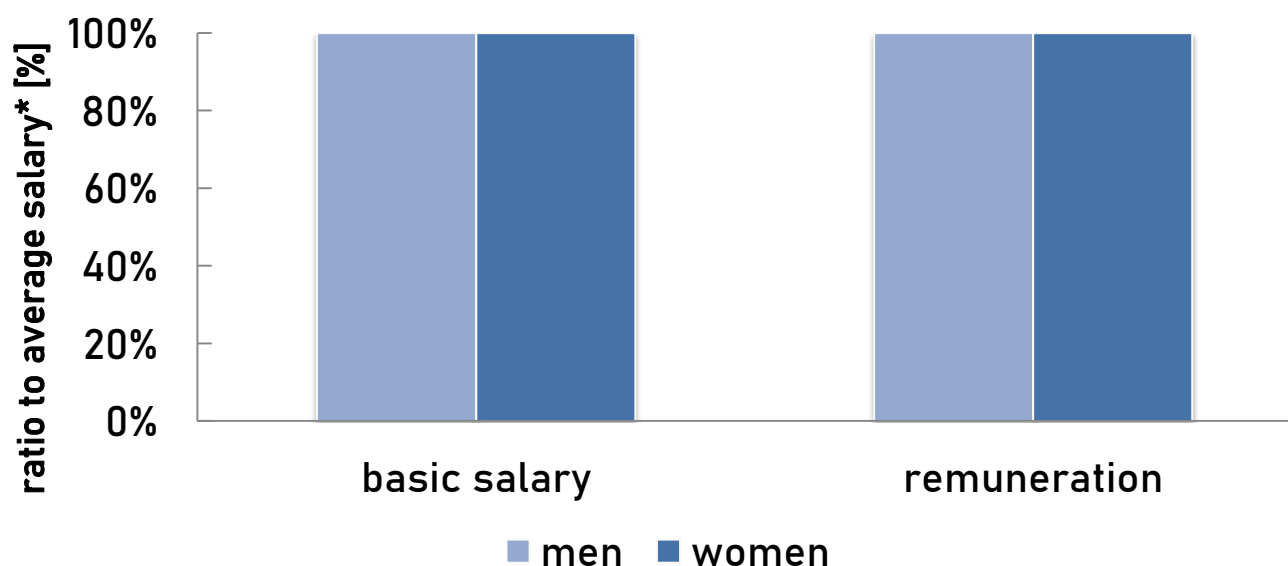
Management team



Physical workers staff



Supervisory staff



*The indicator shows the ratio of the average remuneration of women and men to the average remuneration in a given position group, with a value of 100% meaning no differences in remuneration/basic salary (the analysis is based on average gross remuneration)

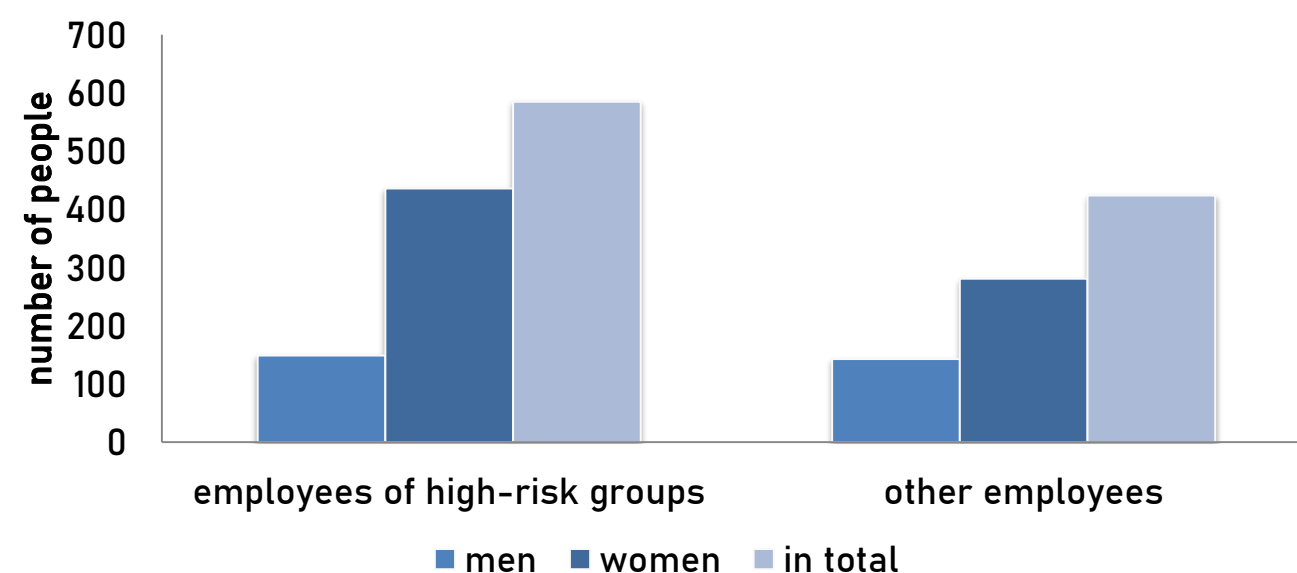




Employment Structure

High-risk groups

Gender structure



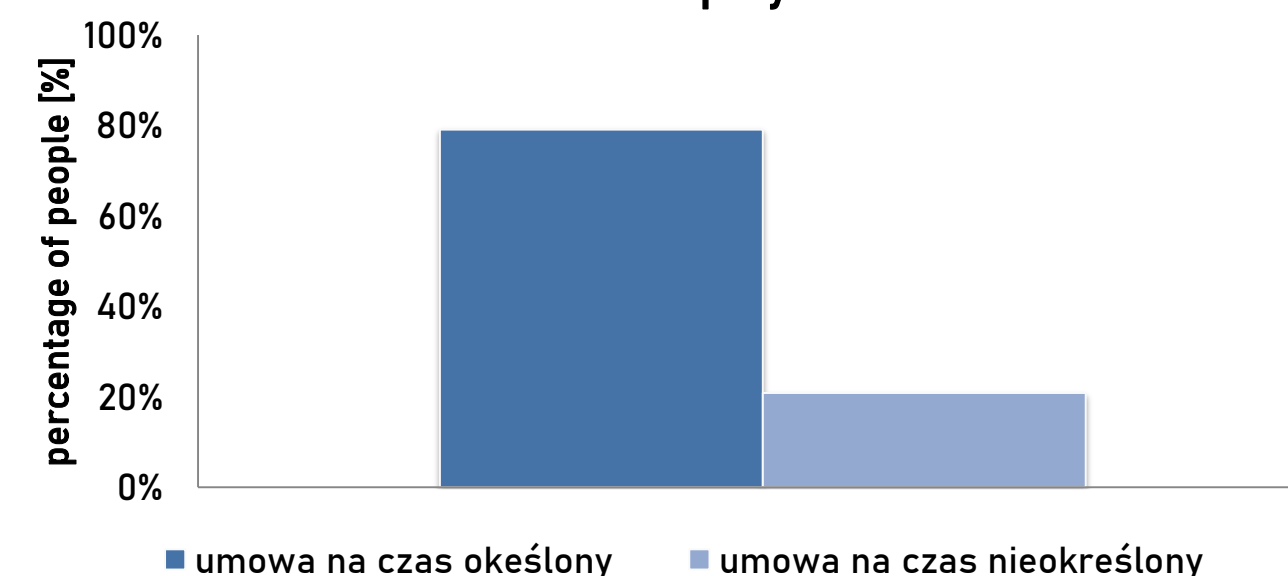
Cross-section of high-risk groups in the employment structure in 2024

The organisation has defined high-risk groups in its employment structure as people who, due to their employment situation, social status or individual characteristics, may be more vulnerable to violations of employee rights or unequal treatment.

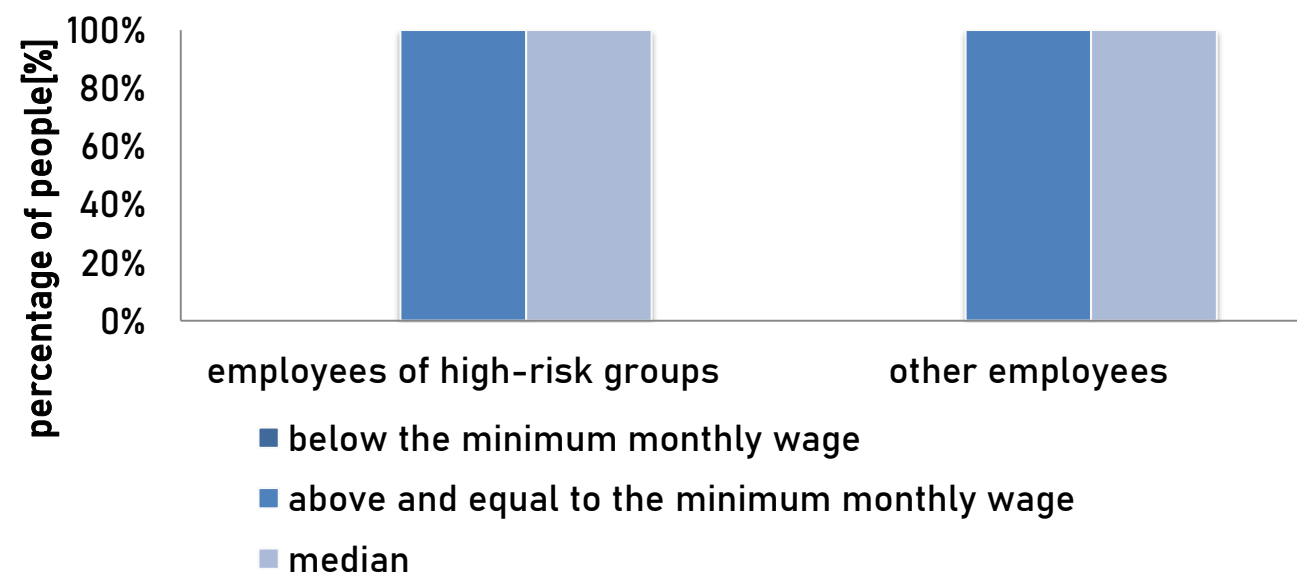
These include:

- migrant workers (citizens of another country);
- persons on civil law contracts;
- low-skilled workers;
- people with disabilities.

Form of employment



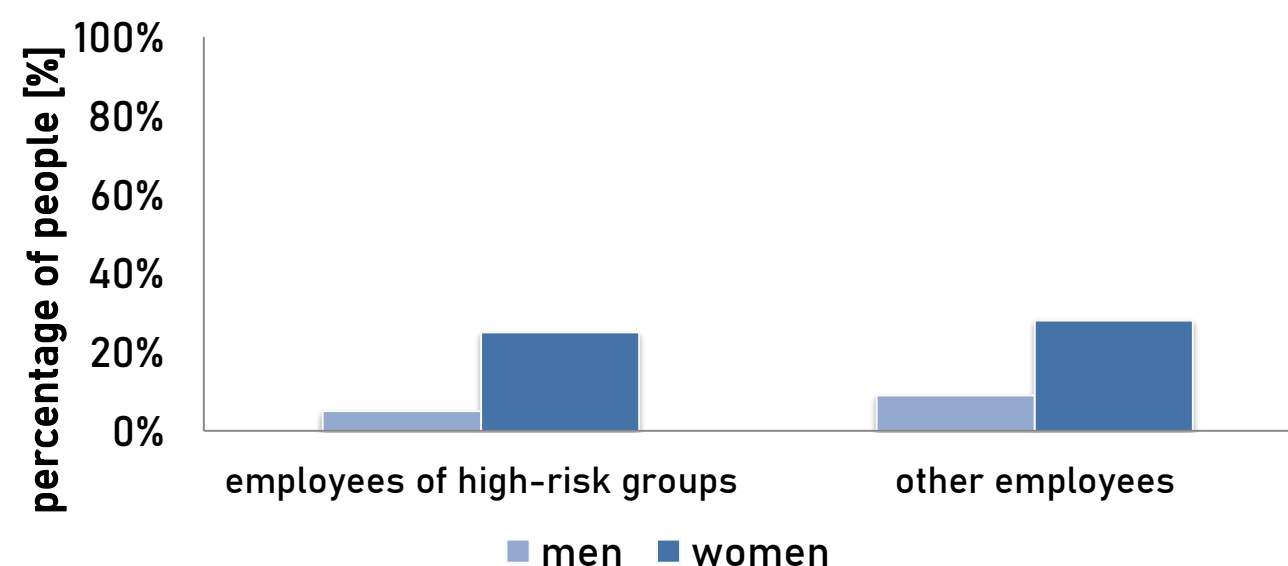
Wynagrodzenie



In the context of the Organization's activities, high-risk groups constitute a significant part of the workforce, which increases the importance of social risk management and ensuring compliance with the principles of equal treatment.

The company operates in the cleaning services industry, where a significant portion of its workforce consists of manual laborers, including migrant workers and those employed under civil law contracts. Therefore, data on employment and working conditions is presented at the organization-wide level.

Rotation





i wszystko w porządku...

Occupational Safety and Health

Prevention of Accidents and Occupational Diseases

Accident prevention

As part of our many years of experience and our certified Management System compliant with the PN-ISO 45001:2018 standard, we have implemented a number of procedures, instructions and explanations ensuring occupational health and safety control mechanisms in all places where our employees are located, i.e. in company offices, on customer premises and when traveling between locations.

Every newly hired employee completes occupational health and safety training before starting work and is familiarized with the risks associated with working in a given position. This activity is intended to prepare staff to effectively respond and counteract the effects of hazards during work. Knowledge acquired is verified through a qualification test, and the training itself is repeated periodically depending on the nature and position of the job. Additionally, we strive to synergize our occupational health and safety monitoring and control system with existing client systems. In preparation for service launch, a joint effort is made with the client to map the risks associated with the service provided.

A joint supervision method is also established to ensure the safety of both cleaning staff and people on the contractor's premises.

Personal protective equipment (PPE)

Due to the use of chemicals as part of the service and contact with dirty materials of various origins on the cleaned surfaces, there is a risk of injury or illness. Therefore, a crucial element of the service is providing staff with appropriate personal protective equipment (PPE). The basic and most commonly used PPE includes protective clothing and footwear, gloves, helmets and safety glasses/visors, masks, and earmuffs. However, the extension and selection of PPE is always related to the working conditions at the client's facility.

Accident statistics

year	amount	frequency of accidents	severity of accidents
		number of accidents/number of employees	(number of days due to incapacity for work/number of accidents)
2023	8	7,93	41,875
2024	15	14,09	56,46

the mortality rate for both years was 0

The significant increase in accident frequency in 2024 resulted from increased employment and expanded supervision by the occupational health and safety service. Furthermore, increased employee awareness of safety procedures resulted in more comprehensive identification and reporting of incidents.

Occupational accidents and diseases

The responsibilities of each of our employees are tailored to the specific nature of their work so that duties are evenly distributed over time and their performance does not pose a health risk. However, working in the cleaning services sector can often involve long-term exposure to:

- chemical agents - chemical concentrates, aerosols and vapors;
- biological factors (e.g. bacteria and viruses, fungi, biological material) and allergens (dust, fur, pollen, ingredients of cleaning products);
- physical and mechanical factors - e.g. noise, vibration, lighting, slippery surfaces, facility microclimate, hot devices, hot water, dust;
- ergonomic factors - working in an uncomfortable position, body load, repetitive movements
- psychosocial factors - shift and night work, time pressure

We make every effort to reduce the negative impact of these factors through appropriate ergonomics, equipment, work organization and awareness training.





Benefits and Incentive Program

An Effective Employee Support and Incentive System

As a conscious employer, we make every effort to ensure that each of our employees, including potential employees, perceives their workplace as attractive and feels that their work is appreciated.

Bonus systems are tailored to each department and are designed to increase employee efficiency and engagement in the company's development. Besides monetary compensation, employees can also count on other forms of recognition, which are common in the labor market and constitute a significant factor in employer preference among candidates.

Employees can benefit from:

- a package of sports activities
- group insurance package (for yourself and your family members)
- participation in Employee Capital Plans PPK
- refundacji zakupu okularów korekcyjnych
- free external and professional development training
- free integration trips
- co-financing participation in industry conferences
- opportunities for rapid career development within the organization
- opportunities for rapid career development within the organization
- subsidies for commuting to work and use of the company fleet.

We are aware of the changes in the labor market, so its dynamics directly motivate us to look for new, more attractive solutions for our staff.

We support **employees with disabilities** by enabling them to:

- reimbursement for medicines, diagnostic and medical materials
- reimbursement for commuting to work
- co-financing for stays in rehabilitation and treatment facilities, sanatoriums, and hospitals
- purchase and repair of individual rehabilitation equipment
- summer camps, camps and rehabilitation sessions for disabled children of employees
- paying for a sign language interpreter
- transportation of disabled people to necessary medical and rehabilitation treatments;
- payment of contributions for individual disability insurance;
- payment for basic and specialist medical care as well as counseling and rehabilitation services





i wszystko w porządku...

Training, Development, and Professional Growth of Staff

Developing skills at every stage of one's career

Szkolenia

Amlux consistently invests in improving the qualifications of its team, supporting the development of both professional competences and interpersonal skills, as well as awareness of safety, service quality and social responsibility. The actions undertaken are aimed at building a stable, committed team of employees prepared for the changing demands of the market. The organization implements an equal opportunity policy in access to professional development. Training programs are tailored to the nature of the positions, scope of responsibilities, and individual employee needs. Training is provided to both new hires and experienced employees, as well as operational and management staff.

In 2024, training was carried out in the following areas:

- occupational health and safety,
- quality standards and operating procedures,
- customer service and interpersonal communication
- counteracting discrimination and mobbing,
- data protection and information security,
- efektyeffective team management,
- knowledge of equipment, machines and hygiene products;
- environmental activities and ESG responsibility.

The team training rate in 2024 was 8.5 training hours per employee for current employees and 16.6 training hours per employee for new employees.



Staff development and improvement

The new employee onboarding process included on-the-job training and instruction on quality standards, occupational health and safety, and ethical principles within the organization. This ensures consistent service levels and mitigates operational risk.

The organization supports a culture of continuous improvement through regular identification of training needs and analysis of team competencies. Managers of individual areas monitor the development needs of employees, which enables the planning of educational activities that respond to current business challenges and customer expectations.

An important element of development activities was also strengthening managerial competences in the areas of personnel management, communication and building team engagement. The organization promotes a culture of cooperation, knowledge exchange and responsibility for common goals.

As part of the activities carried out:

- all newly hired employees received induction training,
- mandatory occupational health and safety training was conducted regularly,
- refresher training was carried out on service quality standards and ethical principles, employees had the opportunity to participate in training to improve their professional and organizational competences.

These actions support the achievement of goals related to building a safe work environment, improving the quality of services provided, and strengthening employment stability. Developing employee competencies also helps mitigate operational risks and supports the organization's long-term resilience.





Social Engagement

Charitable Activities and Engagement in Local Communities

Charitable support

The company actively engages in activities that support local communities and social and charitable initiatives. We believe that responsible business is not only about high-quality services but also about making a real contribution to improving the quality of life for those in need and building relationships based on solidarity and mutual support.

Since 2024, the company has been participating in the nationwide charity initiative Szlachetna Paczka (Noble Parcel). As part of the program, employees and management collaborate to provide assistance to selected families facing difficult life circumstances. Regional offices organize collection drives where employees voluntarily donate essential items such as food, cleaning products, clothing, and household appliances. Furthermore, the Board's financial support is allocated to providing the most expensive needs identified by volunteers as crucial to improving a given family's situation, such as furniture and household appliances.

Participation in the initiative is a key element in building an organizational culture based on empathy, collaboration, and social responsibility. Employee involvement in charitable activities strengthens teamwork and increases social awareness within the organization. The company is continuing its participation in this year's initiative, and this tradition will undoubtedly be maintained.

We also participate in other charity events and develop cooperation with local organizations and social initiatives.

The company also collaborates with foundations and social organizations that support the integration of people with disabilities and the professional activation of people at risk of exclusion from the labor market. These activities include creating a friendly work environment, supporting the return to work of older people, and enabling those starting their careers to gain their first professional experience.



Wasze dobro
nie przestaje zaskakiwać.
AMLUX
Dziękujemy za zaangażowanie
w XXIV edycję Szlachetnej Paczki!

PARTNERZY STRATEGICZNI: BNP PARIBAS



dla **AMLUX**
Dziękujemy za zaangażowanie
w XXV edycję Szlachetnej Paczki!
BNP PARIBAS

Collaboration with social partners allows the company to promote equal opportunities, diversity and a responsible approach to employment.

We strive to build an inclusive workplace where competence, commitment and the desire to develop are more important than social barriers or limitations resulting from life circumstances.



Natural Environment





i wszystko w porządku...

Energy, Water, and Materials Management

Environmental Impact of Operations

Energy and water consumption in Amlux office operations

			year		unit
			2023	2024	
use	woda		1448	1585,49	[m³]
	energy	total	167,828	267,2223	[MWh]
		derieved from RES*	0	0	
		not derieved from RES*	167,828	267,2223	
	thermal energy		0	0	[MWh]

*RES- Renewable Energy Sources.
The organization plans to increase energy from RES in the coming years.

Additionally, savings practices are disseminated among employees at all levels of the Organization to encourage them to implement them in their daily household habits.

The importance of the natural environment

Environmental care is a crucial element of responsible business conduct in the cleaning services industry, which is directly linked to the use of resources such as water, energy, and chemicals. The organization is aware of the scope and extent of its environmental impact and takes steps to minimize it through the optimization of operational processes, rational resource management, and the implementation of pro-ecological solutions.

A number of processes incorporated into intra-organizational procedures are designed to enable our employees to carry out their work consciously, in a manner that is safe for the natural environment and minimizes waste.

As part of our collaboration with our business partners, we strive to raise awareness among those who use the facilities we clean. The information materials we provide, as well as the training we conduct, highlight simple, low-cost methods for reducing waste..

Mass and type of waste generated

		year		unit
		2023	2024	
waste				
code and type of waste	15 01 01 Paper and cardboard packaging	0	2,84	[Mg] megagrams
	15 01 02 Plastic packaging	8,12	5,58	
	15 01 06 Mixed packaging waste	0	209,37	
	16 01 03 Worn tires	9,08	4,5	
	16 06 01* Lead-acid batteries and accumulators (*azardous waste)	1	0,7	
	17 01 01 Concrete waste and concrete rubble from demolitions and renovations	5,34	40,52	
	17 01 07 ZMixed waste of concrete, brick rubble, ceramic materials and equipment other than 17 01 06	1,04	0	
	17 09 04 Mixed construction, renovation and demolition waste other than09 01-03	9,7	30,54	
SUM		34,68	294,05	





Energy, Water, and Materials Management

Incorporating environmental considerations into service planning

The organization conducts activities aimed at effectively managing the resources used in the daily implementation of cleaning services.

In the area of energy, we pay particular attention to the individual selection and proper operation of equipment to maximize its energy efficiency (e.g., vacuum cleaners, cleaning machines). Energy-saving operating modes are used, and devices are disconnected from the power supply after use (when possible).

Additionally, employee work schedules are optimized to reduce energy consumption – for example, by working in natural sunlight wherever possible.

The organization strives to reduce water consumption through appropriate methods of dosing chemicals, diluting them correctly, using water precisely and limiting its waste. Methods are also used to minimize the production of unnecessary or harmful wastewater, such as:

- biodegradable products (including garbage bags),
- mechanical cleaning with minimal chemicals or water (e.g., diamond or melamine pads),
- appropriate solution temperature (critical to the effectiveness of detergents),
- correct dosage (inappropriate concentration causes ineffective cleaning of surfaces or creates residue),
- use of ozonated water and steam techniques (allows for additional disinfection of surfaces).

When it comes to materials, responsible use of chemicals and consumables is particularly important. In line with its Sustainable Procurement Policy, the company favors safe products with a lower environmental impact, including biodegradable products or those with environmental certifications (such as the EU Ecolabel). Additionally, solutions are being implemented to reduce the use of disposable materials and increase waste segregation and recycling, including cleaning product packaging.

Whenever possible, we use chemical concentrates in bulk packaging, which reduces the weight of packaging waste and limits the frequency of deliveries, thus reducing the carbon footprint associated with transport.

We also take preventative measures to prevent leaks of chemicals, either liquid or vapor, into the soil, groundwater, or air. We regularly train our staff on proper chemical handling methods.

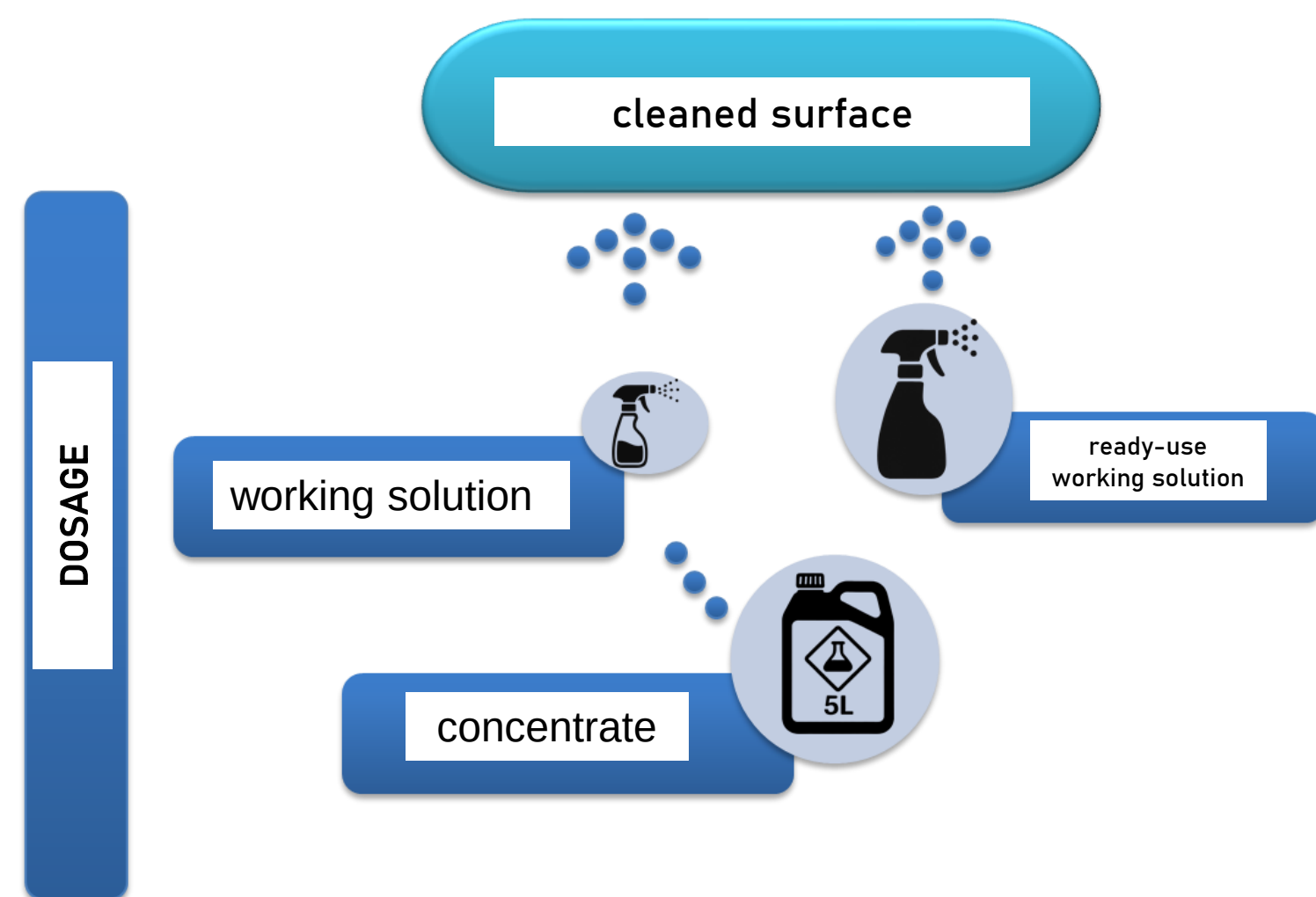


Diagram showing the dosing process for ready-made and prepared cleaning products





Control of Greenhouse Gas Emissions and Pollution

Emissions reduction targets and measures to support the target

Cleaning service and greenhouse gas emissions

As part of its cleaning services, Amlux undertakes activities aimed at reducing greenhouse gas emissions and air pollution resulting from daily operational activities. The main emitters of greenhouse gases are company cars used for employee travel and transporting equipment, as well as equipment used on facilities, such as cleaning machines, vacuum cleaners and electrical devices used in the provision of services. To reduce environmental impact, travel routes are optimized, equipment and vehicles are regularly serviced, and if replacement is necessary, modern and energy-efficient solutions are preferred. In addition, we make every effort to train employees on the rational use of equipment and reducing electricity consumption during work. Due to the nature of our business, we do not store goods – the resources and materials necessary to provide services are delivered directly from suppliers to the customers' target facilities. W tym przypadku istotne jest wsparcie lokalnych sieci dostawców w pobliżu docelowego obiektu, które zapewniają szybką realizację zamówień i tym samym zmniejszają ślad węglowy dla transportu. In this case, it is important to support local supplier networks near the target facility, which ensure quick order fulfillment and thus reduce the carbon footprint for transportation.

Scope 1 and 2 emissions

Scope 1 GHG emissions include greenhouse gas emissions from fuel combustion (gasoline, diesel) by the vehicle fleet and machinery (during service provision). Scope 2 GHG emissions include electricity consumed in regional offices and the company's headquarters, and from 2025, also by electric vehicles (this will be discussed in a subsequent report).

Scope 3 emissions

Scope 3 GHG emissions include emissions generated directly by the service on customer premises and related to the supply chain (the activities of suppliers and subcontractors within the scope of the service provided by Amlux). These emissions are being thoroughly analyzed at the time of report publication (2025), and data on them will be published in subsequent reports.

Reduction targets for greenhouse gas emissions were set at the time of publication (in the table on the right) for GHG Scopes 1 and 2, and for Scope 3 GHG* they will be published in the next report after a detailed analysis of emissions in this area. Progress towards achieving reduction targets will be included in subsequent ESG reports.

Emisje gazów cieplarnianych i cele ich redukcji

			year		jednostka
			2023	2024	
emissions	greenhouse gases	Scope 1	495,11	133.23	[t CO ₂ e] ton of CO ₂ equivalent
		Scope 2 (location based)	100,64	95,88	
		Scope 2 (market based)	100,64	95,88	
		Zakres 3	518,01	402	
		Total GHG emission (with Scope 3)	113,76	631,11	

			year		jednostka
			2030	2034	
plan redukcji emisji	GHG	Scope 1	by 25%	by 30%	[t CO ₂ e] ton of CO ₂ equivalent
		Scope 2 (location based)	by 80%	by 100%	
		Scope 2 (market based)	by 30%	by 35%	
		Scope 3	will be published in the next report		
		total emissions of the Organization (all scopes)	by 30%	by 35%	

Emissions data were compiled from GHG Protocol.
Scope 3 reduction target data will be published in a subsequent report.





i wszystko w porządku...

Supporting biodiversity and environmental initiatives

Protection of Ecosystems and Endangered Species

Pro-ecological practices

As a company providing comprehensive interior cleaning and exterior maintenance services, we are aware that our daily operations directly interact with the natural environment. While ensuring the cleanliness and aesthetics of our clients' spaces, we prioritize minimizing negative impacts on ecosystems and actively protecting biodiversity.

Our activities are based on three pillars:

- **responsible greenery care** with respect for local fauna and flora.
- **limiting chemical use** by using safe, certified cleaning agents
- **sustainable management of resources** (water, fuels) and waste.

In 2024, we increased the share of certified cleaning products (EU Ecolabel or Nordic Swan) to 20% of our total professional cleaning product purchases (this number is growing). This allowed us to reduce the release of non-biodegradable substances and microplastics into the environment.

Optimization of water and energy consumption

Dosing systems: We have implemented automatic chemical concentrate dosing systems, which prevents the use of excessively high concentrations and reduces wastewater pollution.

Energy-saving equipment: 100% of cleaning machines (scrubbers, vacuum cleaners) purchased in 2024 meet the highest energy efficiency standards, and batteries in battery-powered machines are fully recycled if they need to be replaced with new ones.

Routine of use of rooms: educational materials on water and energy efficiency practices are available to all employees in the company's offices, and awareness-raising training is also being conducted. Motion sensor lighting is gradually being installed in less-frequented rooms and corridors, which is expected to reduce electricity consumption by at least 30%.

Waste segregation at source and education: As the entity physically managing waste bins in office buildings and industrial facilities, we act as a "segregation watchdog." If an employee notices repeated segregation errors by facility users (e.g., plastic bottles in the paper container), they report it to their supervisor, who then provides feedback to the building administrator. Furthermore, we have implemented a routine of emptying collection bags only when they are actually full, which has reduced plastic bag consumption by 5% annually.

Biodiversity

Maintaining green spaces and mowing lawns are areas where our impact on the local ecosystem is greatest. We have implemented rigorous procedures into existing processes to protect habitats and endangered species.

Bird protection and breeding seasons

We plan tree and hedge trimming work to eliminate the risk of disturbing birds and destroying their nests. During the breeding season, which lasts from March 1st to October 15th, before commencing any arboricultural work or intensive brush removal, our staff conduct mandatory nest monitoring. If active nests are detected, work is suspended until the young have fledged.

Sustainable mowing and habitat protection

Traditional, intensive lawn mowing negatively impacts biodiversity, destroying food sources for pollinators and habitats for small mammals (e.g., hedgehogs) and amphibians. In 2024, we modified our practices, as described below.

Cutting height: we have increased the minimum mowing height to 6–8 cm, which prevents excessive drying of the soil and protects soil organisms.

Protection of hedgehogs and small animals: Before using mechanical mowers and tractors, employees visually inspect the area (especially tall grass and bushes).

Promotion of flower meadows: at the request and in consultation with our clients, we replaced classic lawns with flower meadows in selected areas, which reduced the frequency of mowing to 1-2 times a year and created refuges for insects.

Invasive Alien Species (IAS) and Protected Species

Our field staff have been trained to identify local protected species and Invasive Alien Species (e.g., Sosnowsky's Hogweed, Japanese Knotweed). If IAS are detected on a client's property during cleanup work, we follow the guidelines of the General Directorate for Environmental Protection, preventing their further spread. The practices outlined above are followed by Amlux employees and those providing work for Amlux. Based on the specific nature of a given contract, we work with the client to determine environmentally relevant issues based on guidelines. In addition to internal procedures and instructions, we utilize opinions and documents such as the Ecologist's Report and Building Certification Standards (e.g., BREEAM/LEED). We ensure compliance with current legal requirements and the environmental safety of the service.



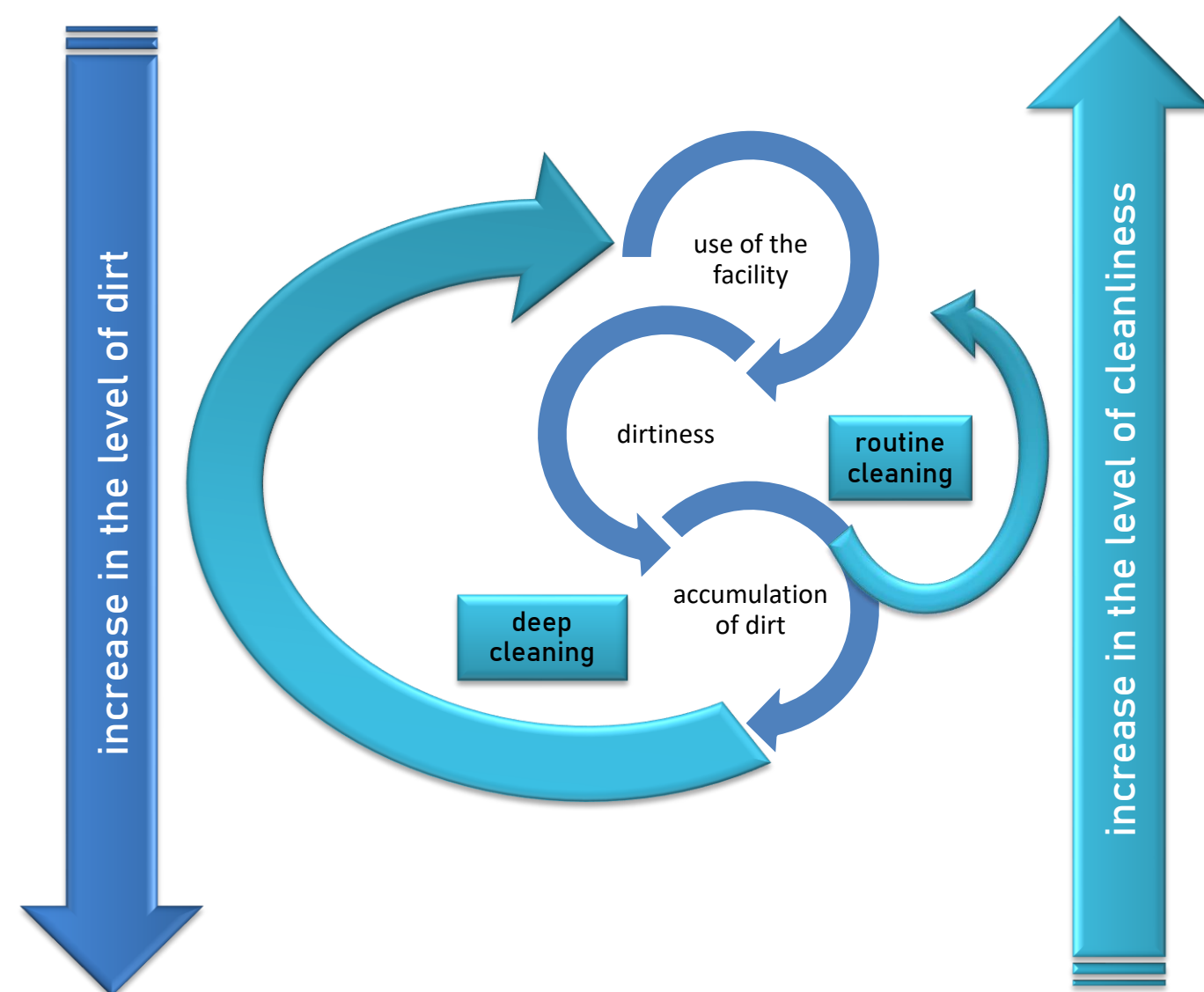
Reliability and Growth





Initiating a service process

Tailoring the service to the specific characteristics of the client's facility



A diagram illustrating the continuity of the process of the ongoing cleaning and re-cleaning cycle of the facility

The concept of organizing the cleaning service process

The safety and cleanliness of our clients' infrastructure and/or outdoor areas are paramount to us, which is why we approach each project individually. The service process begins with initial contact with the client and a meeting with a sales representative. After that meeting, we understand the client's needs and their overall vision for a clean facility. Then, after the client selects our offer, we tailor optimal solutions.

It is worth emphasizing here that we distinguish two basic types of cleaning services we provide:

- **routine cleaning** – regular cleaning of surfaces subject to operational contamination;
- **deep cleaning** – usuwanie zalegającej brudu z powierzchni nieobjętych/objętych sprzątaniem wyjścia lub/i wymaga użycia większej częstotliwości pracy, zużycia środków i materiałów oraz prądu i wody w ogólnym sprzątaniu.

During an on-site visit, our experts inspect the infrastructure and equipment of the facility covered by the future scope of services. This allows us to precisely prepare the scope of duties for our employees and tailor it to the client's preferences and our capabilities.

A key step in the process is to initially determine the contamination on the surface being cleaned and its resistance to cleaning methods and chemicals. This is followed by a precise assessment of the possibilities, a preliminary test of the technology, and then the final selection of cleaning products and methods.

During the process of selecting methods and resources, we are open to customer feedback, comments, and requests. For specific infrastructure areas, we utilize the advice of qualified external firms with whom we have been collaborating for many years.

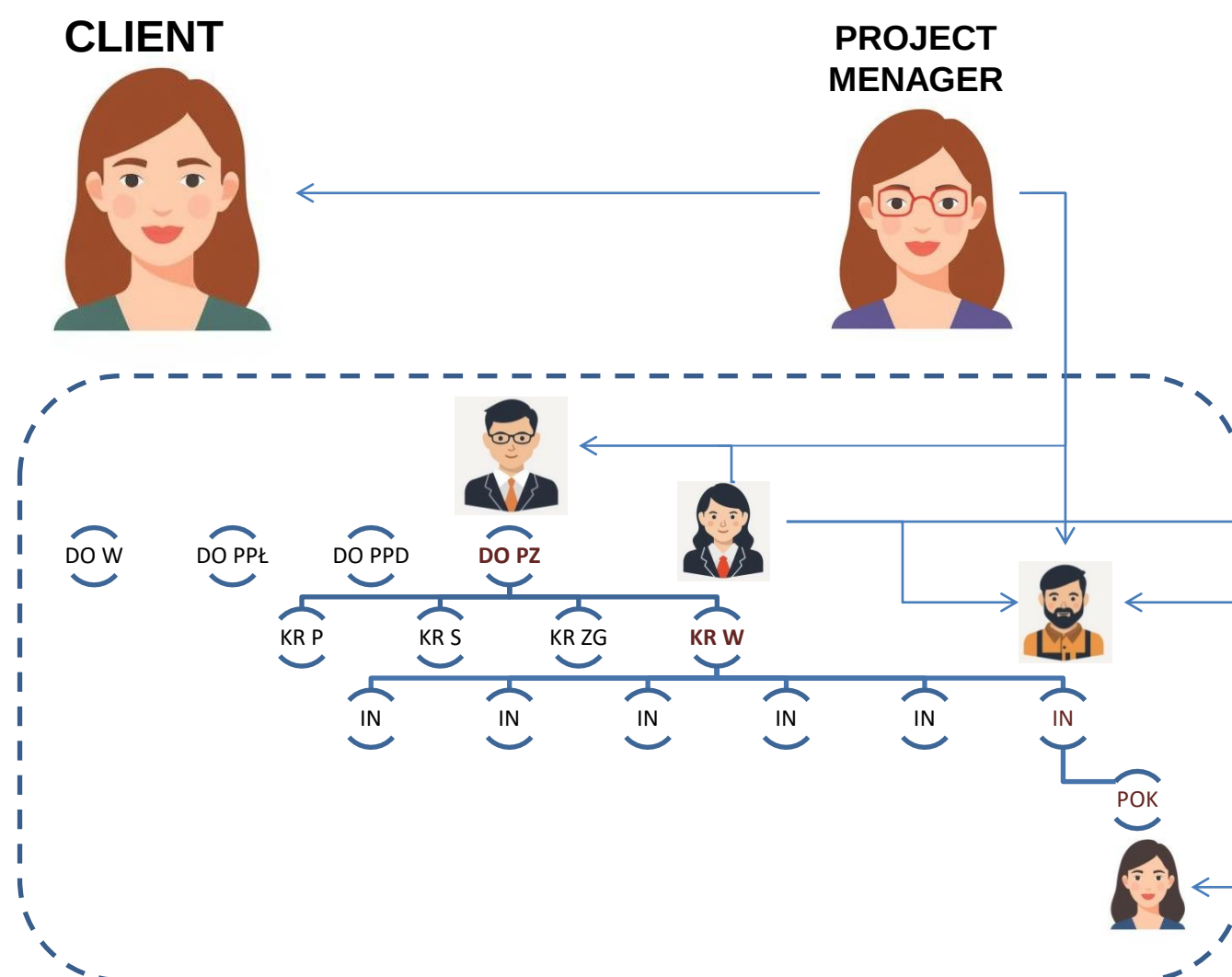
We use a national network of suppliers and subcontractors who are regularly assessed against the requirements of Amlux and Amlux customers. The Qualified Supplier List is updated annually, allowing us to analyze our collaboration and initiate actions to improve it. If a supplier or subcontractor fails to meet our quality requirements but strives to improve, we undertake support training. If, despite this, standards fail to improve or the contractual terms between the parties are violated, the collaboration is terminated, after ensuring process continuity and appointing a new partner.





Cleanliness Standards

Service Quality Control and Improvement System



An example of a facility's service provision supervision scheme, based on a facility in the Lower Silesian Voivodeship (abbreviations are described in the text below)

Amlux assigns a Project Manager to manage each project, receiving all information. Their task is to analyze reports and send a summary report to the client, summarizing the actions taken.

The following Organizational Directors are responsible for the supervision and implementation of the service in individual regions of Poland:

- Warszawa i województwo mazowieckie (DO W) – Warsaw and Masovian Voivodeship
- Polska Północna (DO PPL) – Northern Poland
- Polska Południowa (DO PPD) – Southern Poland
- Polska Zachodnia (DO PZ) – Western Poland.

The Organizational Director manages the work of Regional Managers (in short KR) responsible for individual voivodeships or direct facility supervision. The Regional Manager manages a team of Supervision Inspectors. (in short IN) assigned to direct supervision of client facilities. Supervision Inspector (IN) supervises the work of the Client's Facility Employees supervises the work of the Client's Facility Employees (in short POK) together with the Regional Manager. These individuals visit the facility at least once every two weeks to discuss the method and quality of services provided and to determine corrective and remedial actions. The Regional Manager submits weekly reports to the Organizational Director.

As part of our control system, we conduct unannounced cleanliness audits of the facilities we clean, which effectively verify the proper operation of the service. In addition to monitoring designated employee departments (as shown in the example below), we have an Internal Audit Department that regularly assesses the compliance of the company's individual organizational units. Moreover, in the event of any suggestions (from facility employees and our staff) for improvements or modifications to the quality of the service, they are considered and implemented on an ongoing basis through mutual arrangements with the client.

*the frequency of visits may be changed by agreement with the client





i wszystko w porządku...

Innovation and Optimization Implementing Effective Solutions

Increasing efficiency

The cleaning industry requires continuous development and adapting cleaning to market changes and customer product trends. We ensure that our employees' knowledge is constantly updated and expanded with new technologies. Employees participate in training conducted by external companies to learn the variety and specifics of the machines used, the proper way to operate equipment, and techniques that optimize time and resources, as well as save electricity and water, which significantly improves the sustainability of our services. In 2024, 147 people from Amlux and representatives of companies providing services to Amlux participated in this two-day on-site training. The training was provided to individuals from departments responsible for supervising cleaning staff, sales, and management. In addition to training, representatives from the Purchasing, Sales, and Management Departments participate in industry events, trade fairs, conferences, and congresses related to the cleaning industry. This allows us to introduce innovations to our service offerings, such as the i-mop device, which significantly reduces water consumption and wastewater volume. To optimize operating time, and consequently, water, electricity, and wastewater consumption in large facilities, we are introducing autonomous machines to our service.

Customer feedback is crucial to our ability to develop and implement improvements. Therefore, we have implemented systems for efficient customer communication via email, telephone, a helpdesk system, and the ability to use an app tailored to the individual cleaning needs of a specific facility. Furthermore, we have a Customer Service Department that ensures customer satisfaction with the communication process and the service provided.

We take responsibility and settle any contractual penalties awarded to the company by customers based on identified irregularities arising in the provision of the service.

Each service's operation at a facility is analyzed individually, and if necessary, changes to the scope of responsibilities, contract value, staffing, or expansion of cooperation are necessary, steps are taken to reach a compromise. The contract negotiation process depends on the relationship, contract terms, and mutual obligations, as well as current external factors, such as the economic situation (e.g., minimum wage increases), geopolitical (e.g., customs duties and product availability due to armed conflicts), and epidemiological (e.g., sanitary restrictions during the COVID-19 pandemic).

We strive to meet the challenges and changes that impact us and our clients. We continually improve existing solutions and introduce new ones to the services we provide.

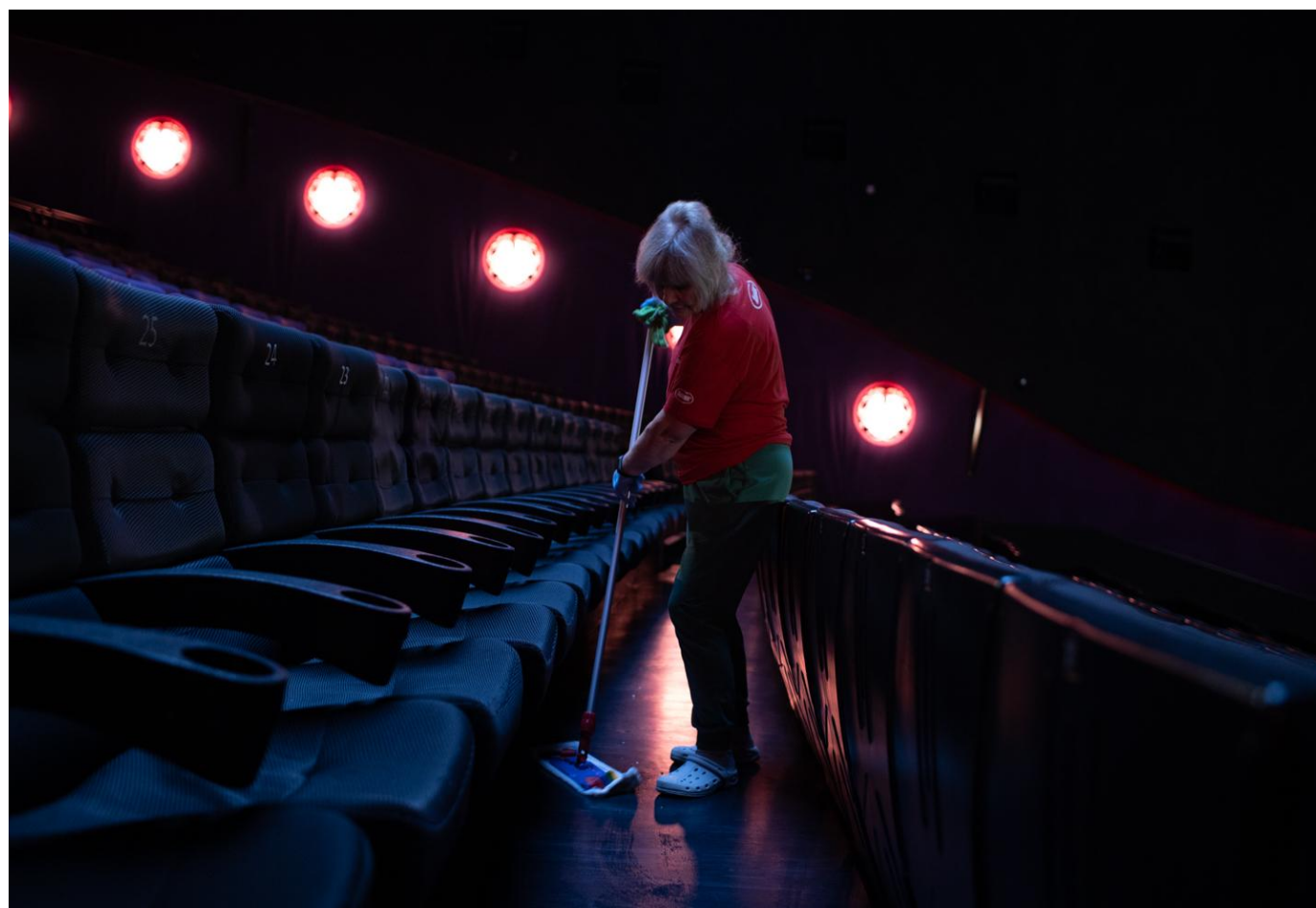




i wszystko w porządku...

Safe and Responsible Services

Cybersecurity, Confidentiality, and Custody of Assets



As a partner operating directly in our clients' office and industrial spaces, we build relationships based on absolute trust.

A key element of our organisational culture is the Clean Desk and Clean Screen Policy standard – 100% of staff providing services (as Amlux and on behalf of Amlux) sign individual non-disclosure agreements (NDAs), and employees are regularly trained to avoid any contact with documentation or data media left on their desks.

Only verified employees with personal authorizations are allowed access to critical areas, such as server rooms or archives.

In the digital area, we ensure the security of databases containing access codes and facility plans by using encryption and mandatory multi-factor authentication (MFA) in operating systems, which we support with regular training for administrative staff.

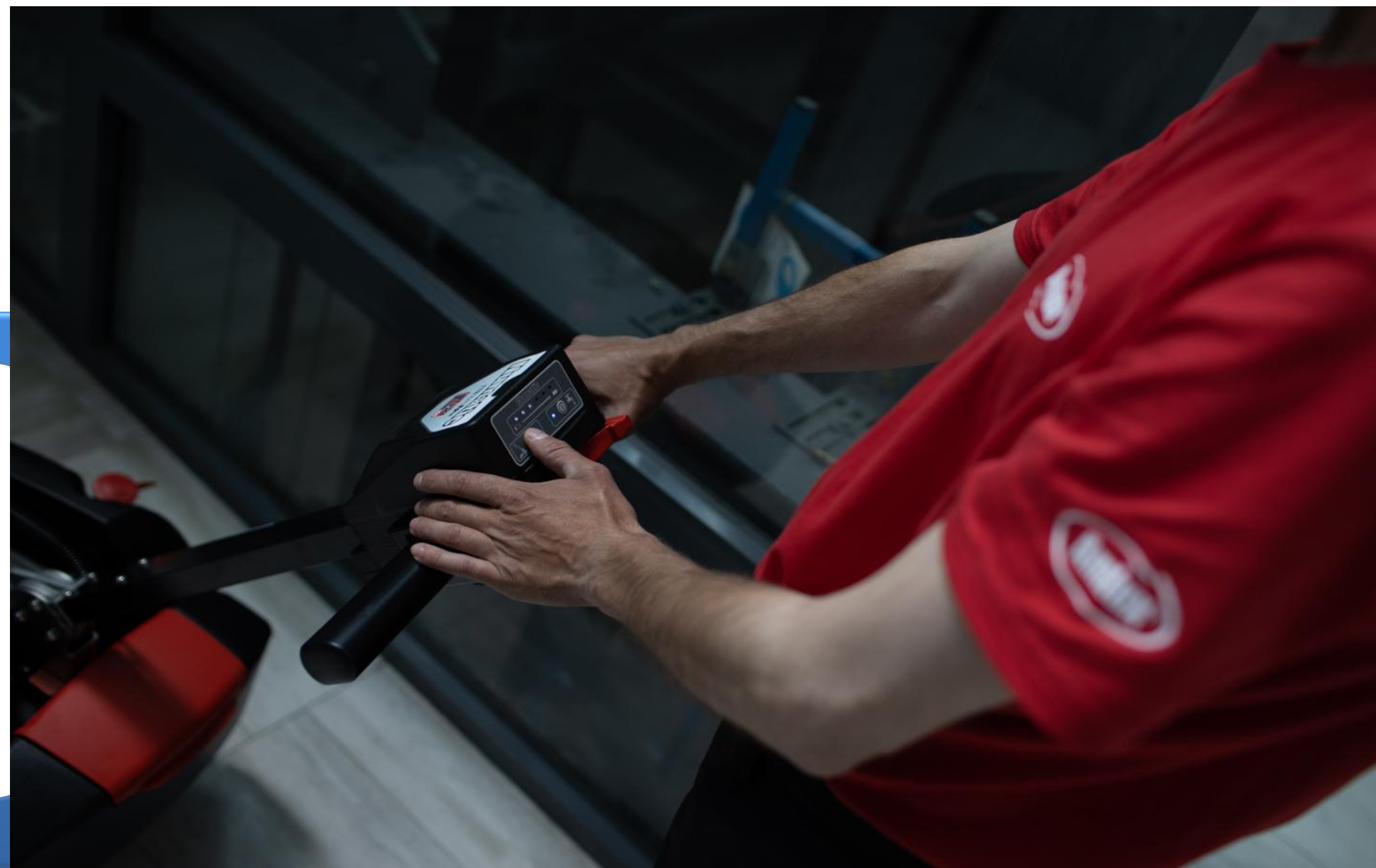
Aware of technical risks, we guarantee our clients complete financial security. The company holds a PLN 10 million liability insurance policy, extended with key clauses for the cleaning industry: liability for damage to entrusted property and to property undergoing cleaning and maintenance (protection of delicate structures and surfaces). We take responsibility for any damages resulting from our actions. We guarantee support and dialogue to seek mutual solutions and implement both preventive and corrective measures to address potential threats or irregularities. In the case of contractual obligations, we take full responsibility for any contractual penalties awarded to us, paying them in a timely manner.

We also continually work to maintain and enhance the security of our IT systems. We update employee operating systems to make them resistant to potential cyberattacks, such as malware. We continually train our staff on security methods and computer safety practices that protect personal and company data stored on company equipment. We also educate them on how to work outside of company offices, particularly regarding the use of unsecure Wi-Fi networks, suspicious storage devices (e.g., USB drives), and file sharing.

The organization maintains a personal data management system that complies with the GDPR and national data protection regulations. Client and employee documents are processed based on clearly defined legal bases, in accordance with the principle of accountability.



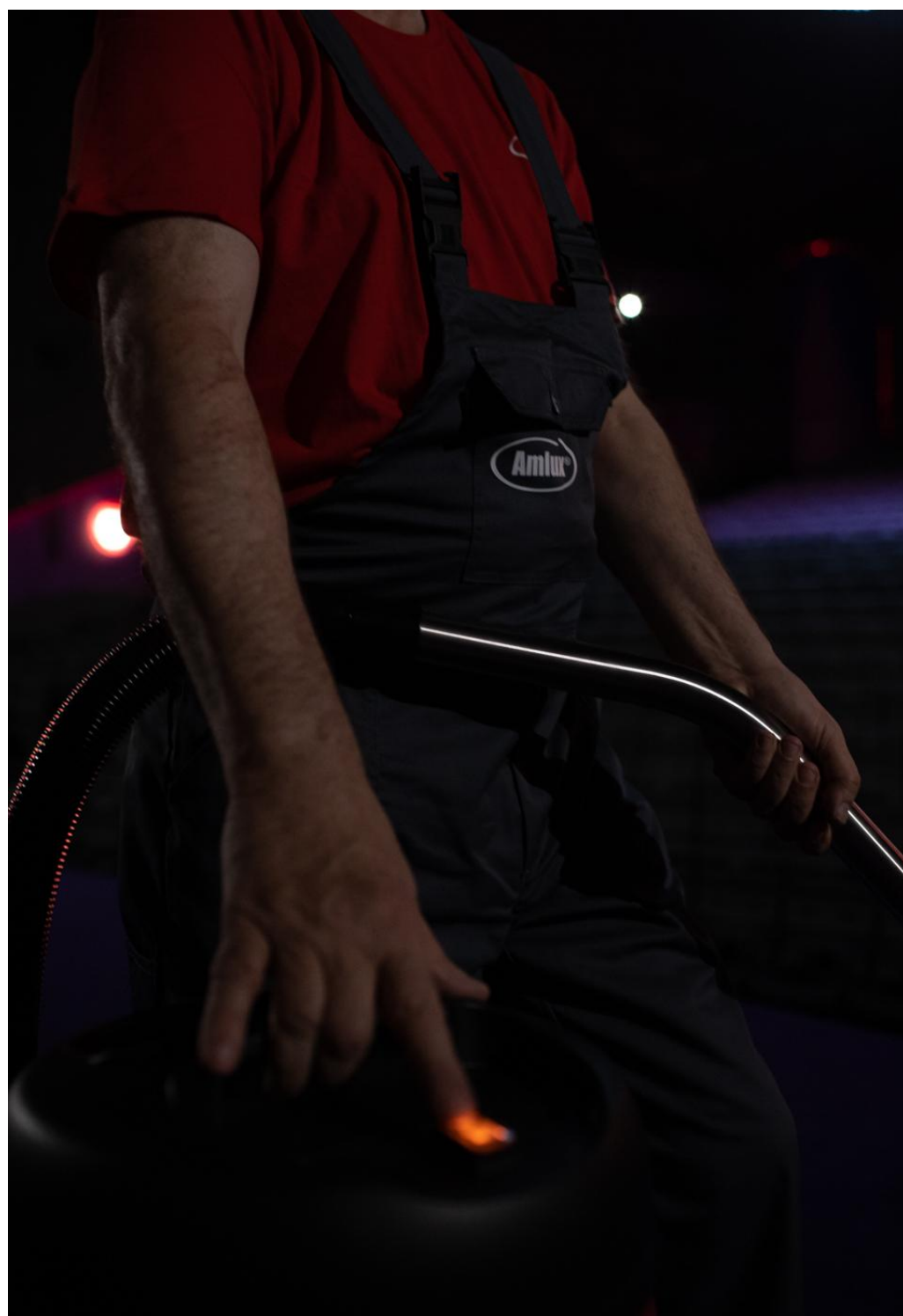
Stakeholders and Dialogue





Stakeholders and Dialogue

Communication Methods and Synergy of Actions



Defined stakeholders of Amlux in its [surroundings](#)  influence the Organization directly and indirectly. The impact is constantly examined by our company through dialogue with stakeholders and our observations. This dialogue takes place using various communication channels, enabling the reporting of opinions, needs, comments and potential irregularities. Communication tools used include:

- customer and employee satisfaction surveys,
- anonymous surveys and channels for whistleblowers
- email contact,
- telephone contact,
- dedicated applications and communication systems used for operational and reporting support,
- operational meetings and face-to-face consultations.

Additionally, we map the needs and advancement of activities in the field of ESG management of suppliers (suppliers and subcontractors) through an annual questionnaire completed from 2024, and from 2025 the scope of the questionnaire has also included our clients.

As part of the dialogue with stakeholders, the company monitors in particular:

- customer satisfaction with service quality,
- working safety and conditions,
- ethics and compliance,
- employee training needs,
- quality of cooperation with suppliers,
- reports of irregularities or procedural violations.

e organize training sessions to which we invite our business partners, trying to find a common point of view on further activities and the development of processes and the service itself.

We also participate in customer surveys and audits that verify our compliance with quality system requirements. We continually explore opportunities to strengthen compliance with customer requirements and legal regulations, as well as to develop sustainable development initiatives.

The company ensures confidentiality of communications and the ability to anonymously report misconduct. Reporting mechanisms are available to employees and external stakeholders. All reports are reviewed in accordance with applicable internal procedures and business ethics principles.



References and Attachments



Disclosure No	Name of disclosure	Location in the report 	Disclosure Module	Disclosure Category	Omissions
B1	Basis for preparation	5, 10	Basic module	General information	
B2	Practices, policies and future initiatives for the transition to a more sustainable economy	7-13			
B3	Energy and greenhouse gas emissions	40, 41, 42		Environmental metrics	
B4	Air, water and soil pollution	41-42			
B5	Biodiversity	43			
B6	Water	40, 41, 43			
B7	Resource use, circular economy and waste management	40, 41, 43, 47			
B8	Own employee resources – General characteristics	27-34		Metrics related to social issues	
B9	Own employee resources – Occupational health and safety	25, 26, 35, 48			
B10	Own employee resources – Salaries, collective bargaining and training	33, 34, 36-37, 47			
B11	Local communities, consumers and end users	37, 38, 47, 50		Corporate governance metrics	
B12	Convictions and fines for violations of anti-corruption and anti-bribery laws	23, 37, 47			

GRI Indicators Index
Effective in 2024

Disclosure	Disclosure No	Name of disclosure	Location in the report 	Disclosure Category	Omissions
GRI 2: General Disclosures 2021	2-1	Organizational details	15, 16	Organization and reporting method	
	2-2	Entities included in the organization's sustainability reporting	5, 15		
	2-3	Reporting period, frequency and contact point	5, 58		
	2-6	Activities, value chain and other business relationships	5, 15, 19, 45, 50	Activities and employees	
	2-7	Employees	32		
	2-8	Workers who are not employees	32		
	2-9	Governance structure and composition	16, 19, 46	Corporate governance	
	2-10	Nomination and selection of the highest governance body	16		
	2-11	Chair of the highest governance body	16		
	2-12	Role of the highest governance body in overseeing the management of impacts	16		
	2-13	Delegation of responsibility for managing impacts	19		
	2-14	Role of the highest governance body in sustainability reporting	10		
	2-15	Conflicts of interest	17, 18		
	2-16	Communication of critical concerns	23		
	2-17	Collective knowledge of the highest governance body	10, 16, 23		
	2-18	Evaluation of the performance of the highest governance body	16		
	2-19	Remuneration policies	23, 26, 33		
	2-20	Process to determine remuneration	33		
	2-21	Annual total compensation ratio	33		



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Disclosure	Disclosure No	Name of disclosure	Location in the report 	Disclosure Category	Omissions
GRI 2: General Disclosures 2021	GRI 2-22	Statement on sustainable development strategy	3	Strategies, policies and procedures	
	GRI 2-23	Policy commitments	17, 18, 19, 25		
	GRI 2-24	Embedding policy commitments	25, 35, 37		
	GRI 2-25	Processes to remediate negative impacts	23, 47		
	GRI 2-26	Mechanisms for seeking advice and raising concerns	23, 47		
	GRI 2-27	Compliance with laws and regulations	15, 56		
	GRI 2-29	Compliance with laws and regulations	50		
	GRI 2-30	Collective bargaining agreements	26		
GRI 3: Material Topics 2021	GRI 3-1	Process to determine material topics	20-22	Important issues 2024	
	GRI 3-2	List of material topics	22		
	GRI 3-3	Management of material topics	22, 16		
GRI 302: Energy 2016	GRI 302-1	Energy consumption within the organization	40		
GRI 303: Water and Effluents 2018	GRI 303-1	Interactions with water as a shared resource	40, 41		
GRI 304: Biodiversity 2016	GRI 304-3	Habitats protected or restored	43		
GRI 305: Emissions2016	GRI 305-1	Direct (Scope 1) GHG emissions	42		
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	42		



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Disclosure	Disclosure No	Name of disclosure	Location in the report 	Disclosure Category	Omissions
GRI 401: Employment 2016	GRI 401-1	New employee hires and employee turnover	27-34	Important issues 2024	
	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	36		
GRI 403 Occupational Health and Safety 2018	GRI 403-1	Occupational health and safety management system	35, 48		
	GRI 403-9	Work-related injuries	35		
GRI 404: Training and Education 2016	GRI 404-1	Average hours of training per year per employee	25, 47		
GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1	Diversity of governance bodies and employees	31, 34		
GRI 406: Non-discrimination 2016	GRI 406-1	Incidents of discrimination and corrective actions taken	23		
GRI 413: Local Communities 2016	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	38		
GRI 418: Customer Privacy2016	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	23		





Appeals



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The report refers to, among others:

A. documents:

1. intra-organizational:

- Sustainable Development Policy
- AMLUX Sustainable Development Strategy
- Code of Ethics
- Business Ethics Policy
- Action Policy
- Work Regulations
- Human Resources Policy and Employment Standards
- Anti-Corruption Policy
- Anti-Discrimination Policy
- Anti-Alcohol and Anti-Drug Policy
- Child Labour and Youth Workers Policy
- Integrated Quality, Environmental, Health and Safety and Information Security Management System Policy
- Clean Desk and Clean Screen Policy
- Occupational Health and Safety Policy
- Environmental Policy
- Waste Management Policy
- Water saving policy
- Sustainable Procurement Policy
- Purchasing Policy
- Personal Data Processing Policy

2. attached to contracts with suppliers *:

- Supplier Code of Conduct
- Supplier Sustainability Self-Assessment Questionnaire

3. intra-organizational procedures

B. international guidelines

- Sustainable Development Goals (SDG) UN Sustainable Development Goals 2030
- OECD Guidelines for MNEs - OECD Guidelines for Responsible Business Conduct for Multinational Enterprises
- ILO (International Labour Organization) Declaration
- Global Reporting Initiative (GRI)
- 10 Principles of the UN Global Compactnormy ISO 9001, 14001, 27001, 45001.
- Greenhouse Gas Protocol (GHG Protocol)
- UN Guiding Principles on Business and Human Rights

C. national and EU legal norms

- Ustawa z dnia 26 czerwca 1974 r. – Kodeks pracy
- Ustawa z dnia 29 września 1994 r. o rachunkowości
- Ustawa z dnia 27 kwietnia 2001 r. – Prawo ochrony środowiska
- Ustawa z dnia 14 grudnia 2012 r. o odpadach
- Ustawa z dnia 13 czerwca 2013 r. o gospodarce opakowaniami i odpadami opakowaniowymi
- Ustawa z dnia 25 lutego 2011 r. o substancjach chemicznych i ich mieszaninach
- Ustawa z dnia 20 lipca 2017 r. – Prawo wodne
- Ustawa z dnia 14 czerwca 2024 r. o ochronie sygnalistów
- CLP (WE) 1272/2008
- REACH (WE) 1907/2006
- Ustawa o ochronie konkurencji i konsumentów

D. unijnych regulacji ESG

- CSRD (UE) 2022/2464 i ESRS – Delegated Regulation (EU) 2023/2772 (for 2024)European Green Deal and EU Taxonomy.

*from 2025, the provisions also apply to contracts with clients and the client also confirms acceptance of the documents in writing.



Summary and future prospects





Summary and future prospects

Let's look forward to a clean and safe future together

Our company has consistently developed its operations in line with ESG principles, combining high-quality cleaning services with environmental, social and business responsibility for years.

Starting in 2024, we are gradually implementing the long-term AMLUX Sustainable Development Strategy, and we will present its initial results in subsequent ESG reports. Our overarching goal is to build a modern, responsible, and sustainable services company that creates value for customers, employees, the social environment, and the environment.

Thank you for taking the time to read this report. We hope it has helped you understand the specifics of Amlux, a cleaning company. We believe that together we can build a better future for responsible cleaning.

For any questions regarding this report or ESG matters at Amlux, please contact us at: esg@amlux.pl.

If you would like to learn more about our detailed and individual offer for your company,

please use the form on the website: www.amlux.pl/kontakt/

or contact us at: 22 33 66 666

i wszystko w porządku...

We would also be grateful if you could share your opinion on this report in an anonymous survey: Survey – [Fill out the form](#)

