

Sustainable development policy

PODANFOL company was founded in 1982. Since its formation, the company has consciously fulfilled its obligations in relation to: employees, the environment, especially with regard to the natural environment and contractors.

The main goal of the Company's policy in these areas is sustainable development.

Awareness and mission of development and aspirations of the company PODANFOL are based on the following three basic pillars, respectively:

I. Employees :

We have created a safe work environment for our employees, along with adequate social facilities.

We maintain a very high level of hygiene and work culture in the plant and its surroundings.

We employ only full-time employees, complying with all labor law regulations.

Employees are covered by all social security benefits in the field of social insurance (health, retirement, accidents), voluntary group insurance, which additionally protects employees from deteriorating the material status in emergency cases. In addition, in difficult life situations, they are supported by funds from the company's social fund.

In emergency situations, the employees are supported by the Company from its profit.

We maintain the principle of non-discrimination - the whole of the company's activities in the field of management and development of human resources is conducted on the basis of the principle of non-discrimination. The issues of career advancement, remuneration, access to training, professional development and recruitment of new employees are carried out irrespective of gender, age, race, disability or religion, genetic features, gender identity /expression, and /or other categories protected under the relevant regulations.

A very important element of employment policy is the avoidance of any mobbing.

We are involved in helping local institutions and associations, such as: health centers, educational establishments, sports and hobby associations.

We donate sports and cultural events.

II. Natural environment:

Pro ecological policy of the company has been implemented since the beginning of its operation. The involvement of the entire team is consistent with all relevant laws and regulations in the field of environmental care and protection, which set the company's directional activities for the environment.

This is confirmed by compliance with the rules resulting from EU directives already at the stage of designing the optimal structure of plastic casings and during their production, as well as regulations regarding packaging wastes.

The performance of the adopted rules is carried out through:

- constant supervision over the applicable environmental regulations and ensuring compliance with them,
- continuous improvement of technology to minimize environmental impacts through:
- reducing the consumption of materials and energy per unit of production,
- purchase and use of energy currently in approx. 17% from renewable sources with an upward trend,
- constant reduction of the negative impact on the natural environment in the field of waste, by segregating it and transferring it to recovery in a possible way,
- reduction of packaging when purchasing materials through the use of various types of silos or containers,
- optimization of product packaging in order to reduce their weight,
- together with distributors, creating conversion centers at such a distance from the final user allowing the use of packaging eliminating waste generation,
- application intelligent and energy-efficient lighting throughout the entire plant,
- use of Electronic Documentary System for creation and circulation of documents in electronic version, eliminating paper documents.
- development of environmental awareness of employees.

We take efforts to promote environmental protection in cooperation with recovery organizations by sponsoring educational campaigns and activities for the protection of nature.

III. Customers:

With respect to the principles of business ethics and relations to business partners, PODANFOL company behaves in a proper manner, acting in accordance with the law, ethics and diligence, respecting the obligations arising from the regulations and the rules of conducting business - both their spirit and the letter of law.

We honestly fulfill trade obligations to recipients and suppliers.

Annual financial statements are assessed by independent auditors and published for transparency in the relevant bulletins and registers.

We highly value relationships with customers, trying to shape them in a way that they are strong, long-lasting and benefit both parties.

The primary goal of the PODANFOL company is to strive to continuously meet the requirements of our partners and recipients in the field of high quality and health safety offered in the supply chain of the products.

In connection with the above, there is the constant supervision over a set of regulations and legal requirements as well as standards, relating to product safety.

In order to ensure the highest level of product safety, we perform the tests in accredited laboratories and on their basis we issue declarations of conformity and quality certificates for deliveries.

The way of assurance of the quality and safety of the products and services offered by PODANFOL is certificate on compliance with the BRC IoP standard, awarded on AA rating.

There are maintained the HACCP supervision system and hazards exclusions by applying the principles of Good Manufacturing Practice and Good Hygienic Practice .

All products offered by PODANFOL are also covered by Kosher and Halal certificates

The Management and Safety Policy was proclaimed and is reminded during the trainings for all employees, who are aware of compliance with the rules and at the same time are responsible for the quality and health safety of the products.

Operating in the business environment and among many related entities, we have a sense of individual and collective responsibility for fulfilling commitments in the field of sustainable development policy.

We encourage all to respect the principles throughout our organization and we will cooperate with external stakeholders to improve constantly all processes which take place and which raise the level of security of the business partners who cooperate with us, while ensuring the interests of employees, improving workplaces and acting for the benefit of the community that we serve by acting in a socially, ethically and environmentally responsible manner.

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