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GROUP ENVIRONMENT MANAGEMENT POLICY

Our main goal is to create such process management and organization of the work in the company through which to ensure the protection of the environment.

By taking responsibility for the construction, maintenance, and continuous improvement of the Environmental Management System (EMS), management declares the following basic principles enshrined in the EMS policy:

- Compliance with the subject matter and environmental impacts – We are aware of our responsibility and strive to ensure accurate identification of environmental aspects and possible risks arising from the activity
- Continuous improvement of environmental protection and pollution prevention – a key objective of the EMS, achieved by continuous monitoring of processes, reducing the risk of pollution, and effectively improving EMS performance
- Compliance with the current legislation – the company undertakes to apply the current legal framework as well as other environmental requirements
- Documentation, implementation and maintenance – the management undertakes to ensure documentation, implementation and maintenance of the EMS
- Communication and empathy of the people – the management announces the EMS policy and related objectives and strives to create appropriate conditions that stimulate employees to participate fully and show initiative. Management believes that people are the most valuable resource and aims to create conditions in which they are committed to achieving the company's environmental goals
- Accessibility of the policy – the policy is accessible to every employee, as well as to all external stakeholders and the public, and will be made available upon request
- Process, systematic and factual approach – the rules of operation created by the company are the result of interconnected processes, which are considered and managed as a system. Decisions and actions are based on objective data and facts
- Commitment to quality and environmental protection – the company is committed to achieving high quality of its products and services, but only in strict compliance with all EMS regulatory requirements and with guaranteed environmental protection

ADDITIONAL ENVIRONMENTAL POLICY AREAS:

To ensure full alignment with environmental expectations and best practices, the company incorporates the following commitments:

1. Greenhouse Gas (GHG) Emissions

We monitor, evaluate, and aim to reduce greenhouse gas emissions from our operations. Emission sources are identified, and reduction measures are implemented as part of our environmental planning.

2. Energy Efficiency

We strive to reduce energy consumption by improving energy performance, investing in efficient technologies, and preventing energy waste. Energy use is regularly monitored and reviewed.

3. Renewable Energy

Where feasible, the company prioritizes the use of renewable energy sources and evaluates opportunities to integrate green energy into operations and future investments.

4. Decarbonization

We are committed to long-term decarbonization by reducing reliance on fossil fuels, improving energy efficiency, and adopting low-carbon technologies. Decarbonization goals are integrated into strategic planning.

5. Water Quality, Consumption & Management

We ensure responsible water use by monitoring consumption, preventing pollution, and implementing water-saving measures. Wastewater is managed in compliance with legal requirements to protect water bodies and groundwater.

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6. Air Quality

The company takes measures to minimize air emissions, including dust, fumes, and volatile organic compounds. Emission sources are monitored and controlled to ensure compliance with regulatory limits.

7. Responsible Chemical Management

All chemicals are stored, handled, and disposed of safely and in accordance with Safety Data Sheets (SDS) and legal requirements. We minimize the use of hazardous substances and substitute safer alternatives whenever possible.

8. Sustainable Resources Management

We use natural resources efficiently and responsibly, prioritizing materials with lower environmental impact. Procurement decisions consider lifecycle impacts and opportunities for reuse or recycling.

9. Reuse and Recycling

The company promotes waste reduction by prioritizing reuse, recycling, and recovery over disposal. Waste streams are segregated and managed to maximize recycling rates and minimize landfill use.

10. Biodiversity, Land Use & Deforestation

We are committed to protecting biodiversity and minimizing negative impacts on ecosystems. Land use decisions consider ecological sensitivity, and activities contributing to deforestation are avoided.

11. Soil Quality

We prevent soil contamination by controlling spills, managing chemicals responsibly, and ensuring proper waste storage. Land-disturbing activities are planned to minimize erosion and long-term soil degradation.

12. Noise Emissions

The company monitors and manages noise emissions to protect employees, local communities, and wildlife. Noise-reducing technologies and operational controls are implemented where necessary.

MANAGEMENT OBJECTIVES

Management is committed to the following objectives:

- Strict study and compliance with the requirements of legal norms regarding EMS
- Reducing the risk of contamination with waste from the main activity
- Motivation and training of staff in relation to EMS
- Modernizing waste collection, storage, and transport methods by introducing a system for separate waste collection
- Implementing measures that support GHG reduction, energy efficiency, water protection, and sustainable resource use
- Minimizing environmental impacts through continuous improvement and proactive environmental management

MANAGEMENT COMMITMENT

The management of the company ensures that:

- The organization has the necessary resources to build, maintain, and develop an Environmental Management System
- The introduced Environmental Management System operates in accordance with the requirements of EN ISO 14001.

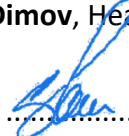
Environmental Slogan: "Powering Innovation, Protecting the Planet, Advancing Sustainability"

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Created: 

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Approved: 

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