

Your Local Guide

To Global Transformation

Environmental Policy Statement

Addressing the challenges and opportunities presented by climate change and environmental sustainability is a priority for our company and stakeholders.

We are committed to integrating leading environmental practices into our business strategy and operations, while also promoting environmental awareness and responsibility among our employees, clients, suppliers, and other stakeholders within the scope of our business activities.

We are resolute in fulfilling our compliance obligations concerning the environmental impacts of our operations. We prioritize environmental protection, aiming to prevent pollution through the implementation of suitable controls.

We acknowledge that our business activities yield both impacts and opportunities for the environment.

Our dedication lies in consistently enhancing our environmental performance in alignment with pertinent objectives and targets, striving for science-based targets wherever possible. Furthermore, we are committed to collaborating with our clients to facilitate the reduction of their environmental impacts.

Our commitment extends to the training of our employees, ensuring they comprehend the environmental ramifications of their work. Additionally, we regularly engage with key stakeholders, especially employees, clients, and suppliers, to seek their input on environmental matters, ensuring our environmental program remains responsive to their feedback.





Strategies and actions

Specifically, we expect the operations in the countries we operate to:

- 1** We aim to understand our exposure to climate risks within the areas in which we operate and implement initiatives to mitigate such risks.
- 2** It is important for us to have a full understanding of how to quantify and track our environmental impacts, including our greenhouse gas (GHG) emissions, in line with our reporting requirements.
- 3** We strive to identify and implement energy-saving initiatives across our sites to reduce the Company's energy consumption, support the transition to renewable energy, and help reduce associated GHG emissions. Our offices implement the assumptions of sustainable development:
 - friendly common areas with natural daylight
 - lighting of parking spaces and common areas controlled by motion sensors
 - energy-saving LED lighting fixtures in common areas
 - systems that reduce energy consumption and management costs
 - bicycle parking, changing rooms, sanitary facilities
 - glazing limiting solar radiation
 - green areas watered with rainwater
 - green roofs with water retention systems
 - waste sorting
 - possibility of natural ventilation (opening windows)
 - friendly and functional environment
 - excellent parking infrastructure
- 4** Initiatives are being implemented to minimize travel, particularly air travel, and associated GHG emissions, without disrupting our ability to meet the demands of our clients.
- 5** We are committed to implementing initiatives to reduce the amount of waste we generate and maximize the percentage of waste that is recycled, by incorporating the principles of zero waste and circularity.
- 6** We care about gender equality – most of our managers are women.
- 7** Understanding the exposure of our sites to water stress and water risks within the areas in which they operate is crucial. We implement water-saving initiatives to help reduce the Company's water consumption (water dispensers instead of bottled water).
- 8** It's important to understand the exposure of our sites to biodiversity risks in the areas in which they operate. Where feasible, we implement nature-positive initiatives to help halt nature loss and contribute to the long-term recovery of nature (tree planting events).
- 9** Our procurement processes ensure that our suppliers and business partners provide products and services that help us achieve our Company's environmental objectives. This includes reducing carbon emissions, energy and water consumption, biodiversity impact, and minimizing waste by embracing circularity principles.
- 10** We consider, where possible, the environmental impacts, risks, and opportunities when working with clients and manage our environmental impacts accordingly.
- 11** We consider the environmental impacts of distribution and logistics where relevant.
- 12** We participate in volunteer activities and support charitable organizations (Poland Business Run, charity collections for orphanages and animal shelters etc.)
- 13** Supporting local communities and startups in the field of water purification (Nanoseen company).