

Environmental Policy 2024

Starting from our corporate vision, we strive for international standards for the protection of the environment, firstly by making them ours, and then by showing our results in a transparent manner.

Evaluation of the impact of our past, current and possibly future activities on the natural and human environment (material, energy, and water usage) and our responsibility to minimize that impact (waste generation and emissions to air, water, and land) is one of the major criteria in our industrial choices.

By analysing environmental aspects, we commit to:

- **Compliance:** Adhering to all relevant environmental laws, regulations, standards, and other requirements applicable to our operations (to have 0 Non-conformities for laws and regulations);
- **Prevention and Protection:** Working towards environmental protection, including the prevention and reduction of environmental pollution from our activities, development, and implementation of appropriate environmental management system (to fully meet pollution permit and have 0 environmental accidents);
- **Involvement:** Encouraging open and active communication and collaboration with employees and other interested parties to identify environmental concerns and turn them into solutions promoting environment-friendly and sustainable culture by insisting on usage of sustainable solutions for new products (initiate 2 workshops for waste reduction per year);
- **Training and Awareness:** Improving employees understanding and awareness of environmental issues related to their own activities and business operations to empower them to contribute to the effective implementation of our environmental management system (initiate minimum 3 sustainability training programs per year);
- **Continuous Improvement:** Continuously improving our environmental performance in cooperation with all stakeholders. Strive our initiatives towards EcoVadis Reporting system and run Carbon Footprint calculation project which will lead us to better understanding of our environmental impact (minimum 3 commitments in EcoVadis for 2024).

Being responsible towards our contemporaries and future generations, I commit to respect European Union and Estonia's legislation as well as all other relevant environmental requirements.

Antoine Yon
Managing Director