



ENVIRONMENTAL POLICY

The Environmental Policy of Hegelmann Group is an integral part of its business strategy with a view to reducing the environmental impact of its operations.

BY TAKING RESPONSIBILITY FOR THE ENVIRONMENTAL IMPACT OF OUR OPERATIONS, WE COMMIT TO:

1. Conduct business in compliance with all mandatory environmental legislation, integrated pollution prevention and control permits and other applicable documentary requirements.
2. Preserve natural and energy resources: reduce consumption of water, electricity and materials used in our operations; use, where possible, renewable energy sources; use chemicals responsibly.
3. Reduce the waste generated by our operations and ensure safe and responsible management and sorting, reuse and recycling.
4. Reduce our carbon footprint and reach climate neutrality by 2045. For this purpose, we measure and report greenhouse gas (GHG) emissions and implement emission-reducing measures.
5. Renew the transport fleet to cleaner vehicles using alternative fuels, thus contributing to improving air quality.
6. Develop staff competences and an environmentally responsible attitude, and encourage the staff's involvement in environmental initiatives.
7. Apply all preventive measures for emergency management.
8. Implement the environmental objectives and provide the necessary resources, thereby contributing in reducing air pollution, improving water quality, conservation of resources, and preservation of wildlife, biodiversity, land, soil and forests.
9. Communicate our environmental goals and objectives to all employees, customers, service providers, suppliers, the local community and other external stakeholders.
10. Adhere to environmental principles and continuous improvement at all levels of our business.

IMPLEMENTING AND MONITORING ENVIRONMENTAL POLICY

1. The implementation and proper enforcement of this Policy in the companies of Hegelmann Group is the responsibility of the Managers and environmental protection professionals, who shall ensure timely identification of the environmental aspects with actually or potentially significant impact on the environment, setting the environmental goals, establishment of the tasks to achieve the objectives, regular monitoring the achieved results, and auditing the processes.
2. In order to ensure continuous improvement in environmental performance, the companies of Hegelmann Group shall periodically monitor and record environmental indicators to measure the level of achievement and changes.
3. To ensure full compliance in Hegelmann Group's service supply chain, the implementation of similar environmental standards is required from all service suppliers, providers and contractors.



MISCELANEOUS

1. All employees of Hegelmann Group are familiar with the Policy and undertake to comply with the provisions of the Policy and to play an active role in its implementation.
2. The Environmental Policy is publicly available on Hegelmann Group's website.
3. The Policy is reviewed annually to ensure it is relevant and up-to-date.
4. The Policy applies to all companies within Hegelmann Group.

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