

## ENVIRONMENTAL POLICY

Awareness of the impact of the Company's activities on the environment and the strong need to protect it is an important element of Nordes Sp. z o.o.'s activities.

As part of its strategy, the Company applies the best environmental practices in all its activities and areas of operation in order to reduce its negative impact on the environment.

In particular, Nordes Sp. z o.o. undertakes to:

- ensure that the requirements of the environmental management system are integrated into the business processes so that the system achieves the intended results,
- ensure the availability of resources needed for the environmental management system,
- monitor the amount of waste and increase mobilization for its proper management,
- improve technological processes and the use of materials and energy sources in the production process that are safe for people and the environment,
- rational use of raw materials, materials, energy and water,
- reduce the risk of accidents causing environmental pollution by taking preventive measures and raising the awareness of employees and people working with the organization.

We fulfil the above obligations by:

- complying with legal requirements and other regulations applicable to the activities of Nordes Sp. z o.o.,
- continuously improving the implemented environmental management system as a basic tool for planning and coordinating environmental protection activities,
- raising the awareness of our employees on environmental issues and promoting pro-environmental behaviour.

Employees at all levels of management are actively involved in the achievement of environmental objectives and the monitoring of performance.

The quality policy provides a framework for setting environmental objectives. It is consistent with the company's direction and is appropriate to the organization's purpose and context, including the nature and extent of the environmental impacts of its activities, products and services.

This policy is known and available to all employees and stakeholders of the organization.

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President of the Management Board, Chief Executive Officer: Michał Łuckiewicz.