

Environmental Policy

We are committed to reducing our environmental impact and contributing to sustainable development. Environmental efforts are an integral part of our operations and a requirement for long-term growth and responsible business conduct.

We are aware that our operations affect the environment in various ways and work actively to reduce this impact by using resources efficiently, reducing emissions, and developing more sustainable products.

Environmental work is conducted within the framework of an environmental management system certified to ISO 14001, ensuring a systematic approach to identifying significant environmental aspects, managing risks and opportunities, and continuously improving our environmental performance.

- We are committed to protecting the environment and preventing pollution, complying with all applicable environmental legislation and other binding requirements, and continuously improving our environmental management system and environmental performance.
- We actively work to reduce material waste in production and to increase the reuse and recycling of materials, as part of our efforts toward resource efficiency and circular economy.
- We prevent pollution and minimize emissions to air, soil, and water. We protect biodiversity and work to minimize our impact on ecosystems in the local environment.
- We phase out environmentally and health-hazardous chemicals and replace them with safer alternatives.
- We design products for long service life and increase the proportion of renewable and recycled raw materials and actively prevent the spread of microplastics and plastic pellets in accordance with applicable requirements.
- We set environmental requirements for suppliers and business partners in accordance with our Supplier Code of Conduct and work to reduce environmental impact throughout the entire value chain.
- Through training and engagement, we ensure that environmental considerations run through the entire organization and become a natural part of daily work.
- We work systematically to reduce our climate emissions by measuring and reducing direct and indirect CO2 emissions.

This policy forms the basis for establishing our environmental objectives. Concrete targets and activities are defined in a separate action plan and are regularly reviewed within the



framework of management review, including internal audits. The policy is communicated to all employees and made available to relevant stakeholders, including customers, suppliers, and the general public.

