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ENVIRONMENTAL POLICY

The objective of the *Environmental policy* is to determine the commitments of Sii Sp. z o. o. regarding environmental protection, including pollution prevention and the conduct of decarbonization activities resulting from the nature of Sii's operations.

Sii Sp. z o. o. aims to ensure that the company's 5 strategic goals – profit, clients' satisfaction, Workers' satisfaction, continuous company growth, and fun together – have minimal negative impact on the environment.

The *Environmental policy* informs all interested parties about the commitments undertaken by Sii Sp. z o. o.

The recipients of the *Environmental Policy* are:

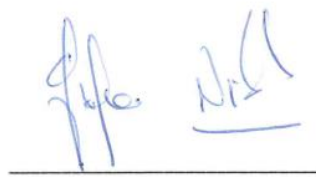
- ⇒ Workers who, as a team of Sii Sp. z o.o., take part in implementing the obligations contained in this document. It is desirable that they use and disseminate the practices contained herein.
- ⇒ Customers and prospects interested in the environmental impact of a company that is or wants to be in their supply chain.
- ⇒ Sii's suppliers, subcontractors, partners, and the local community of Sii Sp. z o.o., who are interested in the influence of Sii's functioning upon the environment and the manner of minimizing its negative impact.
- ⇒ Other stakeholders.

The Management Board of Sii Sp. z o. o. is committed to achieving its environmental goals by:

- ⇒ fulfilling compliance obligations, i.e., legal and other requirements in the field of environmental protection, which apply to Sii Sp. z o.o.,
- ⇒ constant improvement of the environmental management system to enhance the environmental performance of Sii Sp. z o.o.'s activities,
- ⇒ reducing the negative environmental impact at its locations by managing the decarbonization area (reporting CO2e emissions from fuel consumption in company cars, utilities, and indirect emissions),
- ⇒ reducing the consumption of resources such as electricity, heat, water, and paper by monitoring and using them rationally and in the most efficient manner,
- ⇒ entering into contracts for the purchase of energy from renewable sources in locations where this is possible,
- ⇒ conducting rational waste management through proper segregation in cooperation with managers of buildings leased by Sii Sp. z o.o.,
- ⇒ purchasing high-class IT equipment for Workers, allowing to minimize the generation of electrical and electronic waste,
- ⇒ raising the ecological awareness of all Workers and engaging them in environmental activities by, among other things, carrying out volunteer projects, such as caring for stray animals and caring for and restoring green areas,

- ⇒ promoting pro-environmental behavior among clients, suppliers, subcontractors, and job candidates by raising their awareness of responsibility for environmental impact,
- ⇒ providing the human, financial, technical, and organizational resources necessary to implement the *Environmental policy*.

The *Environmental policy* is communicated to all Sii Sp. z o.o. Workers and is available to all other stakeholders on the organization's website: www.sii.pl.



Gregoire Nitot

President of the Company's Management Board / Prezes Zarządu Spółki