

# Environmental protection policy of the ZAHORANSKY Group

## Our Understanding

The ZAHORANSKY Group is committed to its ecological responsibility. Sustainable action is a central component of our corporate strategy. This includes providing our customers with products that are designed, manufactured and used with respect for and protection of the environment.

Our goal is to avoid or reduce the negative impact of our business activities on the environment as far as possible and to make our contribution to the protection of natural resources.

ZAHORANSKY implements an environmental management system throughout the Group that takes into account the entire value chain: from the procurement of production materials to the use of materials, including energy, in all operating units and the use of products.

This environmental policy is supplemented by the specific guidelines on climate protection and sustainable procurement.

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## Scope of application

With this policy, we are committed to a responsible approach to the environment and define long-term strategic goals to manage the environmental impact of the materials used, our products and the waste generated at all sites.

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## Principles of our actions

We consistently comply with all relevant environmental laws, regulations and official requirements and rely on the economical use of energy, water, raw materials and materials. We avoid emissions and waste wherever possible or reduce them to a minimum. At the same time, we promote the use of recycled and reusable materials and regularly sensitize our employees to environmentally conscious action. In addition, we work closely with suppliers and partners who share our environmental principles and are committed to continuously improving our environmental performance through measurable targets.

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## Our environmental goals and key figures

The goals of the ZAHORANSKY Group are based on the year 2024 and are to be achieved by the dates listed below, unless otherwise prescribed by law or contract.

Field of action	Goals & Measures	KPIs / Target Values	Time horizon
<b>Resources and materials</b>	Reduction of paper consumption through digital processes.	by 10%	By 2030
	Prioritization of reusable and recycled materials in procurement and packaging	tbd	By 2030
<b>Environmental management system</b>	Introduction of a certified environmental management system	All manufacturing sites ISO 14001 certified	By 2028

### Principles & Standards


We support a precautionary approach to environmental issues and actively take initiatives to promote environmental responsibility. In addition, we are committed to the development and dissemination of environmentally friendly technologies and regularly train all employees on environmental protection and sustainability. Environmental issues are also systematically anchored in employee appraisals and target agreements in order to strengthen awareness and responsibility in daily activities.

### Governance & Responsibility

- **Strategic Responsibility:**  
Management, Sustainability Management
- **Operational implementation:**  
Purchasing, warehouse, logistics, production, facility management, all departments
- **Support:**  
Purchasing, Warehousing, Logistics, Production, Facility Management, all departments

### Compliance & Reporting

- **Compliance:**  
Compliance with this guideline and local legal requirements is regularly monitored by the Compliance Management Board and randomly checked as part of audits
- **Reporting:**  
Progress in the implementation of the targets and the consolidated performance of the KPIs are published annually in our Sustainability Report

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