



Galeyo Environmental Policy

Effective Date: September 1, 2025

Version: 1.0

1. Our Commitment

At Galeyo, we integrate sustainability into every layer of our business. We are committed to reducing our environmental footprint, aligning with the Sustainable Development Goals (SDGs), the Paris Agreement, and the applicable environmental regulations in Bosnia and Herzegovina.

Our Environmental Policy reflects our values of innovation, responsibility, and transparency. It is not only a statement of intent but a guide for action, improvement, and accountability across all operations.

2. Scope

This policy applies to all Galeyo employees, contractors, suppliers, and partners across our offices and operations.

3. Key Environmental Focus Areas

3.1. Climate Action & Energy Efficiency

- Commit to continuous reduction of greenhouse gas emissions.
- Promote the use of renewable and energy-efficient technologies.
- Optimize energy use across buildings, servers, and devices.

3.2. Zero Waste & Circular Economy

- Reduce, reuse, and recycle waste in line with "zero-to-landfill" goals.
- Properly dispose of electronic waste through certified partners.

3.3. Eco-Digital Engineering

- Integrate sustainability into our design and development processes.
- Educate teams on green coding and low-impact digital practices.

3.4. Sustainable Water Management

- Conserve water and ensure efficient usage in all facilities.
- Ensure safe disposal and treatment of wastewater.

3.5. Procurement & Infrastructure

- Favor eco-friendly vendors and products in our supply chain.
- Continuously improve the energy efficiency of our infrastructure.

3.6. Employee Awareness & Engagement

- Promote sustainability through internal workshops and campaigns.
- Encourage sustainable commuting and remote work practices.



4. Monitoring & Reporting

- Environmental impact is reviewed annually with clear KPIs.
- Progress and performance updates are shared with stakeholders.
- We commit to transparency in communicating our environmental impact.

5. Legal Compliance

Galeyo complies with all relevant environmental laws and regulations in Bosnia and Herzegovina, including:

- Law on Environmental Protection ("Zakon o zaštiti okoliša")
- Law on Waste Management ("Zakon o upravljanju otpadom")
- Law on Energy Efficiency ("Zakon o energetskej efikasnosti")

6. Governance & Review

This policy is governed by Galeyo's ESG Committee and reviewed annually.

For more information, please contact: compliance@galeyo.com