

Environmental Protection, Health & Safety Policy at Mitsides Point d.o.o.

Care for our employees, customers, and the community together with the preservation of the environment and investments in advanced technologies and services enables us to achieve sustainable growth from the very beginning of our operations. Our most valuable resource is our employees, whose expertise, experience, and dedication are the foundation of successful business.

By focusing on employee needs and nurturing the values we stand for, we foster a business culture based on employee satisfaction, paying special attention to balancing work and private life, while ensuring healthy and safe working conditions.

It is our priority to operate in a safe and healthy environment, to build strong relationships with the community, and to care for the environment. In our business practices, we strive to reduce energy consumption and implement energy-efficient solutions, to increase the share of renewable energy, and to lower our carbon footprint. We responsibly manage materials and waste in line with the principles of the circular economy.

Within our company, goals, processes, and programs related to environmental protection and occupational health and safety are continuously reviewed, in order to minimize potential negative impacts and to identify improvements in these areas.

To ensure environmental protection and safe working conditions, we have:

- introduced responsible environmental practices into our work procedures,
- provided safe working conditions and reduced the risk of workplace injuries, committed to the health and well-being of our employees.



- We strive to prevent pollution and use natural resources, materials, and energy in a sustainable and responsible way;
- We respect the principles of the circular economy;
- We reduce the amount of waste we produce through prevention, reuse, and recycling, while disposing of any generated waste responsibly and safely;
- We continuously work to reduce our carbon footprint by increasing energy efficiency and using renewable energy sources;
- We engage with our suppliers to ensure a responsible environmental management and occupational health & safety system across the entire supply chain;
- We maintain effective, transparent, and continuous communication with our employees and relevant stakeholders to improve the exchange of information important for environmental protection, health, and safety, and to enhance related performance;
- We involve and consult our employees on matters concerning occupational health & safety and environmental protection;
- We implement various activities to educate, motivate, and actively engage our employees, customers, and the wider public to reduce the negative impact on the environment.

All employees of **Mitsides Point d.o.o.** are familiar with this Policy, which is also publicly available. The Policy is periodically reviewed by top management to improve current and planned activities.



General director Maja Marinkovic

