



Environmental Policy



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1. Objective and mission of the procedure

The procedure is addressed to all of the company's Worker and external stakeholders: job candidates, clients and prospects, and suppliers. The objective of this document is to specify ecological commitments of Sii, dictated by care for the natural environment and its future. At Sii we seek to achieve the 5 strategic objectives of the company: profit, clients' satisfaction, employees' satisfaction, continuous growth and fun, with a minimal negative impact on the environment. The procedure informs stakeholders about the commitments undertaken by Sii.

The Policy is a widely accepted set of good behaviors, both when working in and outside of Sii. The dissemination of good practices and principles described in the document will help to ensure environmental support in accordance with the assumptions of sustainable development, which is an important and integral element of Sii's functioning.

2. Audience

The recipients of the Policy are:

- ⇒ Workers – who, as a Sii team, take part in the implementation of the obligations contained in the Policy. It is desirable that they use and disseminate the practices contained in the Policy.
- ⇒ Clients and prospects – interested in the environmental impact of a company that is in their supply chain or wants to be in it.
- ⇒ other stakeholders – Sii suppliers, as well as Sii partners or the local communities who are interested in the impact of Sii's functioning on the environment and implemented ways of minimizing it.

3. The content of Sii environmental policy

The company declares taking up activities aiming at minimizing the negative impact of its operation on the environment. These activities include:

- ⇒ Conducting business in an environment-friendly way, in compliance with applicable laws and standards in this area, as well as continuous improvement of processes, carrying out trainings that build ecological awareness of employees and applying environment-friendly practices.
- ⇒ A systematic control and analysis of energy and heat consumption in the organization, in order to identify and improve energetic effectiveness and reporting in the regular energetic audit.

- ⇒ Conducting rational waste management thanks to proper waste segregation, in cooperation with the managers of buildings rented by Sii.
- ⇒ Reducing the use of paper, water and electricity through the monitoring and analysis of use, the implementation of energy-saving materials and technologies, as well as the support of best practices and ecological solutions.
- ⇒ Reducing the consumption of energy used for transportation in the company, through the promotion of ecological and safe driving among mid-level and senior managers.
- ⇒ Minimizing the impact on the environment through the promotion of the implemented Carpooling application among all Sii workers.
- ⇒ Raising ecological awareness of all workers and involving them in pro-ecological activities.
- ⇒ Promoting pro-ecological behavior among customers, suppliers, subcontractors and job candidates, by raising their awareness about their responsibility for the Earth and the natural environment.