

## Environmental and Energy Policy

We live in a time when protecting the planet is a fundamental concern for all of us. To achieve real improvements and sustainability, we need clear goals and measurable indicators.

In our company, we have committed to measuring environmental goals not only as a result of following modern trends but as a necessary step towards a healthier future.

Each of us has a responsibility to contribute to sustainable living and to protect our natural resources for future generations. We have set goals that are specific, measurable, achievable, relevant, and time-bound. For example, we aim to reduce our carbon footprint, increase energy efficiency, and minimize waste.

These goals are not just abstract numbers but a commitment to ensuring a viable and healthy planet for future generations. Measuring these goals allows us to see the impact we have on the environment and how we can adjust our behavior to become better stewards of our planet. We want to build a culture where every member of our team is involved in this process, where each employee bears their share of responsibility.

It is up to us to become initiators of positive change. We are inspired by the challenges the world faces, and we work together to achieve concrete results. Joint engagement in this process is key to success.

## Impact of Activities on the Environment and quality of life

**Environmental Impact:** The existing nature of the business operation does not have a negative impact on the environment. Similarly, the construction corresponds functionally to the intended use according to the land use plan. The operation focuses on storing common consumer goods, substances, and components without distinction of assortment, with the exception of storing hazardous substances.

In our greatest interest is nature conservation, thus the location of the building is designed not to encroach on protected areas in terms of nature and landscape protection or intersect any locations forming a system of Natura 2000 protected areas.

There are no registered or protected natural resources in the resolved area that would create a limit to its use. The given location does not affect the monument area or national cultural monument.

**Impact on Genetic Pool and Biodiversity:** The construction of the Q&L logistics park did not involve the seizure of new or the extinction of important food/shelter biotopes of wildlife in its closer or wider surroundings. At the same time, the Q&L Trnava logistics park area is not part of the wildlife migration corridors.

In the implementation, attention was also paid to the impact on the plant world and the preservation of its existing nature. The localization of the area has only a minimal impact on vegetation - no trees were cut down during construction, on the contrary, the project included planting new trees and creating new green areas.

When assessing individual impacts within the above-mentioned aspects, we identified a synergistic and cumulative effect, which the implementation of the proposed activities will have:

**Air Impact:** The area is operated with the aim of complying with relevant hygiene standards in accordance with applicable legislation. In the construction of the logistics park, considering its functional character, layout, and location in relation to existing residential units, there are no exceedances of hygiene limits (noise/emission load) in the vicinity of affected residential structures.

The intensity of traffic, noise emissions, and emissions of pollutants into the air have increased only minimally, while emission limits are being adhered to.

From the above, the perception of the landscape within the given area changes only minimally.

**Occupational Health and Safety:** Employees, customers, and all who come into contact with us are our top priority. We are committed to ensuring the highest standards of health and safety in the workplace. Our company systematically invests in safety measures, provides ongoing training, and monitors the work environment through an external consulting firm. The results of audits and monitoring are action plans, the fulfillment of which ensures the safety and well-being of each individual.

## Quality&Logistic Industrial Services Commitments

### Environmental Management:

- We have implemented ISO 14001 management systems, which we will continuously improve to ensure that in performing our activities, we meet environmental goals, thereby improving our environmental and energy performance.
- We will use professional companies as a tool to help us comply with legal requirements and set new internal environmental and energy goals.

**Waste Management:** Waste issues are addressed in accordance with applicable legislation and the waste management strategy of the Slovak Republic, the principles of which are:

- Waste prevention.
- Waste recovery (material and energy).
- Proper waste disposal.

We have created and implemented a waste sorting and recycling program. We collaborate with local recycling facilities and suppliers to minimize waste and support sustainable material management.

- We have implemented the use of containers for various types of waste, such as paper, glass, plastics, and organic waste.
- We support products with recyclable packaging and minimize the use of disposable plastic products.
- We purchase products with minimal packaging and prefer recyclable materials.

**Energy Management:** We have developed and implemented a plan to optimize energy processes in our storage spaces and distribution centers.

- We are committed to activities that protect the environment - planting greenery and trees in the area - a total of 6300m<sup>2</sup>, installation of 435 LED lights throughout the logistics hall, heating of administrative areas with modern highly energy-efficient condensing boilers Viessmann Vitodens, preparation for the installation of rooftop solar panels.
- We support the purchase of energy-efficient products and services to help our company transform into a highly energy-efficient company.
- We actively work to reduce greenhouse gas emissions by optimizing transport routes and minimizing energy strategies.

**Employee Education:** We have implemented a training program for our employees that addresses environmental topics and encourages their active participation in our sustainable initiatives.

- We ensure that each employee is informed about proper waste separation by creating guidelines, informational boards, and regular training.
- Environmental protection and energy in our activities in the areas of quality control and logistics operations become a regular topic of management meetings.

### **Quality&Logistic Industrial Services Company Goals**

#### **Measurable KPIs:**

- Energy consumption per square meter
- CO2 production by company vehicles
- Average number of training hours spent by each employee
- Amount of recycled waste compared to total waste
- Drinking water consumption
- Amount of paper used for document printing

#### **Managers and senior executives are expected to:**

- Transform this policy into operational standards, procedures, and guidelines.
- Identify and communicate goals and action plans for their achievement.
- Support environmentally conscious culture.

With this, we express the firm commitment of our organization to sustainability and environmental protection. This document provides us with a framework for identifying, assessing, and improving our environmental impacts and contributes to our efforts towards sustainable development.

#### **In conclusion, we emphasize our dedication to:**

- **pollution prevention**
- **responsible use of resources**
- **performance monitoring**
- **awareness creation and training**