

ENVIRONMENTAL PROTECTION POLICY

Milšped recognizes environmental protection as one of our leading principles and a key component of socially responsible business. The environmental protection policy is an integral part of our business policy and is based on compliance with legal regulations, the ISO 14001:2015 environmental management standards, as well as our best practices.

As part of our commitment to achieving the principles of ecological sustainability, we are aware of our moral and legal responsibility to ensure that our activities and services are formulated to improve the environment in the communities where we operate, and to ensure that our operations do not endanger the local community or the environment. In accordance with that, our actions are based on the following principles:

- **Environmental protection is integrated into all business processes and includes established measurable goals and environmental management plans.**
- **Compliance with all relevant environmental protection laws and regulatory standards at the local, national, and international levels.**
- **Continuous efforts to improve environmental performance through active communication about environmental protection and enabling employees to contribute to its preservation through their actions.**

Through all its business processes, Milšped is focused on providing the quality of its services in a way that ensures a safe and healthy working environment for its employees and minimizes our impact on the environment, while following defined goals:

- Developing and maintaining environmental management programs through all our activities;
- Identifying and evaluating risks related to environmental aspects that may affect its well-being, with the aim of minimizing risks or completely eliminating their impact;
- Minimizing the impact of our operations on the environment by increasing the use of environmentally-friendly materials, equipment, and technology instead of those considered harmful;
- Implementing effective pollution prevention and waste minimization programs through proper temporary storage, labeling, and handing over to operators for adequate waste management treatment, as well as promoting reuse and recycling;
- Responsible use of resources, reducing the use of fossil fuels, water, and energy with a focus on using energy from renewable sources;
- Reducing the carbon footprint of our operations;
- Promoting environmental awareness among employees and clients with participation in environmental protection programs and plans with interested parties;
- Supporting local community activities for the preservation and improvement of the environment;
- Monitoring environmental performance, planning future activities, readiness to respond in emergency situations, and continuously improving our environmental performance.

Our Environmental Protection Policy supports our commitment to quality, safety, and corporate responsibility through our activities and services we provide.

The Environmental Protection Policy is subject to regular review for appropriateness and is updated as necessary. This Policy is communicated within the company and is available to all interested parties.