

Environmental Policy – Komtur Group CEE

1. Purpose:

This Environmental Policy outlines our commitment to environmental stewardship, emphasising practices aligned with the unique challenges of pharmaceutical distribution, storage, and supply chain management. This policy provides a framework for:

- 1.1 Advocating accountability for sustainable environmental management and resource conservation within warehousing and logistics operations.
- 1.2 Supporting the Sustainable Development Goals (SDGs) pertinent to responsible resource use and climate impact.
- 1.3 Ensuring compliance with environmental and pharmaceutical regulatory requirements.
- 1.4 Developing and implementing systems for environmental management tailored to the wholesale and distribution sector.
- 1.5 Engaging stakeholders to promote transparent dialogue on environmental issues relevant to pharmaceutical logistics.
- 1.6 Fostering a culture of continual improvement in environmental performance across all operational facets.

2. Scope:

- 2.1 This policy applies to all business operations, including warehousing, distribution, and administrative activities of the entire Komtur Group in CEE.
- 2.2 Management at each operational level is responsible for the policy's effective implementation, ensuring relevance to their functional area.

3. Principles:

- 3.1 The foundation of our environmental stewardship includes:
 - 3.1.1 Demonstrating leadership in sustainable warehousing and distribution practices.
 - 3.1.2 Integrating environmental considerations into operational strategies and decision-making processes.
 - 3.1.3 Translating sustainability objectives into measurable environmental KPIs specific to our operations.
 - 3.1.4 Encouraging practices "beyond compliance" to achieve outstanding environmental performance.
 - 3.1.5 Publishing environmental commitments to foster trust and accountability.
 - 3.1.6 Following guidance in respect of environmental best practices in pharmaceutical logistics.
 - 3.1.7 Implementing management systems to address environmental risks and opportunities in wholesale and distribution.
 - 3.1.8 Building credible partnerships with stakeholders through transparent reporting and dialogue.

4. Commitments:

- 4.1 The company will:
 - 4.1.1 Conduct environmental risk assessments to identify and mitigate impacts related to warehousing and transportation.
 - 4.1.2 Minimise impacts from facility operations.
 - 4.1.3 Respect and preserve areas of cultural and environmental significance in operational planning.
 - 4.1.4 Regularly inspect facilities to ensure compliance and assess the effectiveness of environmental systems.
 - 4.1.5 Ensure customer health and safety by adhering to stringent pharmaceutical storage and distribution standards, maintaining product integrity, and minimizing risks associated with environmental factors during handling and delivery.
 - 4.1.6 Optimise resource use, including energy, water, and packaging, in warehouse and distribution operations.

- 4.1.7 Reduce carbon emissions through efficient transportation and warehouse energy management.
- 4.1.8 Engage external experts for compliance assurance and technical guidance on environmental matters.
- 4.1.9 Manage hazardous and non-hazardous waste responsibly, with emphasis on proper disposal of expired or damaged pharmaceutical products.
- 4.1.10 Implement robust systems to prevent unauthorised use and ensure secure waste management.
- 4.1.11 Promote circular economy principles in packaging and encourage sustainable practices throughout the supply chain.
- 4.1.12 Enhance employee and contractor training to support responsible environmental practices.
- 4.1.113 Establish and report on environmental KPIs specific to the pharmaceutical wholesale sector.

5. Sustainability:

By consistently applying this policy, we aim to ensure sustainable operations, improve environmental responsibility, and maintain compliance with pharmaceutical and environmental standards. Our specific goals are determined in our Sustainability Statement.

We are committed to the continuous improvement of the Company's Environmental Management System based on the PN-EN ISO 14001:2015 standard.

6. Review:

This policy will be reviewed annually to ensure compliance with changing environmental and industry requirements.

Approved by
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Regional Director CEE

Date
15.01.2025

Signature

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