

## ENVIRONMENTAL POLICY INCOM d.o.o.

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At INCOM d.o.o. we are committed to sustainable operations and responsible environmental management. We understand that our business impacts the environment. That is why we aim to reduce our environmental footprint and contribute to the conservation of natural resources and ecosystems. We integrate sustainability into all business processes, with an emphasis on preventive action. We regularly monitor developments in environmental legislation and fully comply with them. Through various activities, we encourage our employees, business partners, and the public to consciously and collectively reduce negative environmental impacts.

At INCOM d.o.o., we have set the following objectives regarding our environmental impact:

### 1. Reducing environmental impact and caring for natural resources

- a. We currently monitor our carbon footprint in Scopes 1 and 2 entirely, and partially in Scope 3 (CO<sub>2</sub> footprint is being calculated according to The GHG Protocol Corporate Accounting and Reporting Standard). Our goal is to monitor and report our carbon footprint in all relevant Scope 3 categories by the end of 2025. Based on this monitoring, we take measures to reduce greenhouse gas emissions.
- b. In accordance with the Waste Management Program and Waste Prevention Program of the Republic of Slovenia (2022), we seek ways to alternatively use generated waste. We aim to introduce a circular economy into waste management processes as much as possible. We promote reuse, recycling, and other sustainable waste management methods to reduce our environmental impact.
- c. We are committed to seeking opportunities to improve energy efficiency and use renewable energy sources.
- d. We are committed to the rational use of water in the production process. We pay great attention to treating our wastewater to minimize the burden on the Ajdovščina Central Wastewater Treatment Plant. We continuously upgrade and optimize the wastewater treatment system.
- e. We collaborate with certified suppliers and conduct regular supply chain reviews to ensure traceability and quality of raw materials produced sustainably. We also focus on sustainable packaging that meets the most demanding standards for the food industry and customer requirements.
- f. Whenever possible, we source raw materials and packaging locally. In this way, the environmental impact due to transport is reduced.
- g. When developing new products, we pay a lot of attention to the packaging of the product, which must not only meet strict requirements for food contact but at the same time also be recyclable as much as possible and made from recycled materials.
- h. We encourage and educate employees to be responsible to the environment outside of working hours.

### 2. Compliance with legislation and regulations

We conduct all our activities in accordance with applicable Slovenian, European, and international environmental protection and sustainable development legislation, regulations, and standards. We

regularly monitor legislative changes and adapt to new requirements and guidelines. We collaborate with relevant authorities and agencies and actively participate in local and national environmental protection initiatives.

### 3. Stakeholder and interest group engagement

We engage with the local community, suppliers, customers and other stakeholders to contribute together to sustainable development and environmental protection. We promote dialogue, information exchange, and joint search for solutions to environmental challenges.

We organize events, training, and awareness-raising for employees, suppliers, and customers on the importance of sustainable environmental management. We also focus on educating youth on sustainability and sustainable development.

The owners and management are regularly informed about environmental affairs, as they also actively participate in the creation of the company's sustainable strategies.

### 4. Continuous improvement and innovation

We continuously strive to improve our environmental performance by conducting regular internal and external assessments, setting goals to reduce environmental impact, and taking measures to achieve them. We have environmental and sustainability experts employed with whom we identify new opportunities for improvement.

We provide education and awareness-raising to employees about the importance of environmental protection and encourage their active involvement in improvements in this area.

We commit to consistently implement this environmental policy and operate sustainably and responsibly in line with our environmental goals, values, and vision.

Ajdovščina, 12.8.2024

CEO:  
Boštjan Jerončič