POLICY

Environmental Policy – Commitment to Environmental Protection and Ecological Efficiency

I. COMMITMENT STATEMENT

S&T MOLD SRL (hereinafter referred to as "the Company" or "S&T") is dedicated to environmental protection and promoting sustainable development by adopting ecological principles in all aspects of its activities. We are committed to complying with all applicable legal regulations and implementing proactive measures to minimize our environmental impact.

We believe that technological development should not come at the expense of the environment. On the contrary, it can support the transition to a greener and more responsible future.

To this end, we commit to implementing clear and effective measures that ensure the continuous reduction of our environmental impact. Our environmental policy reflects our dedication to protecting natural resources, preventing pollution, and promoting a sustainable work environment.

Additionally, our company has obtained ISO 14001:2015 certification for environmental management, demonstrating our commitment to meeting the highest international environmental protection standards.

II. POLICY OBJECTIVES

2.1. Energy Efficiency

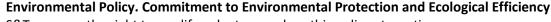**2.1.1. Compliance with Environmental Legislation and Regulations**

- We commit to complying with all applicable local, national, and international environmental laws, regulations, and standards.
- We continuously monitor legislative changes and implement measures to comply with new regulations.
- We ensure rigorous management of all environmental aspects regulated by competent authorities.

2.1.2. Optimizing Energy Consumption

- We implement energy-efficient IT equipment to minimize energy consumption without compromising performance.
- We transition to LED lighting in all facilities to reduce electricity consumption.
- We use cloud-based solutions to minimize the need for physical equipment and energy consumption.
- We promote public transport and hybrid work models to reduce carbon emissions.

2.1.3. Promoting Responsible Environmental Behavior

- We raise employee awareness about energy conservation by encouraging rational use of lighting, air conditioning, and other electrical equipment.
- We encourage keeping windows and doors closed when air conditioning is in use to prevent energy waste.

2.1.4. Use of Green Energy

- Although we operate in rented spaces, we collaborate with landlords to use renewable energy sources (e.g., photovoltaic installations).
- We explore additional opportunities for integrating renewable energy into our operations.

2.2. Waste reduction and Recycling

2.2.1. Reducing Resource Consumption and Waste Management

- We implement an efficient recycling program for electronic waste, including collection and recycling of obsolete IT equipment.
- We promote the reuse of equipment and procurement of eco-friendly IT products.
- We optimize material consumption by digitizing internal processes and using electronic documents.
- We apply smart printing policies (double-sided, black-and-white, only when necessary) to reduce paper and toner usage.

2.2.2. Use of Eco-Friendly Materials and Plastic Reduction

- We choose recyclable and biodegradable materials for our operations.
- We encourage the use of reusable bottles and ceramic cups instead of single-use plastic.

2.2.3. Proper Waste Separation and Disposal

- Offices are equipped with separate bins for paper/cardboard and other types of waste.
- Confidential documents are collected in secure bins for controlled disposal.
- We collaborate with Moldcontrol for responsible management of electronic waste, batteries, and packaging.

2.2.4. Packaging Optimization

- We minimize waste by selecting products with minimal packaging.
- We work with suppliers to use biodegradable and recyclable packaging.

2.3. Enviromental Management

2.3.1. Promoting Sustainable Software Solutions

- We develop energy-efficient software solutions to reduce IT resource consumption.
- We educate clients about eco-friendly software solutions and the sustainable impact of digitalization.
- We promote circular economic initiatives, encouraging clients and partners to repair, reuse, refurbish, or recycle IT equipment instead of discarding it.

2.3.2. Digitalization of Internal Processes

- We continue digitizing internal processes to reduce paper usage.
- We improve team collaboration through modern IT solutions to reduce environmental impact.
- We encourage remote work and digital collaboration tools to significantly reduce business travel and related emissions.

2.3.3. Collaboration with Sustainable Suppliers and Partners

- We select suppliers that comply with environmental standards and engage in sustainable practices.
- We seek partnerships with green technology organizations to support the circular economy.

2.3.4. Continuous Monitoring and Improvement

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- We implement a system to monitor environmental performance and regularly evaluate our impact.
- We set concrete goals for reducing energy consumption, carbon emissions, and waste management, constantly reviewing them for improvement.

Through these measures, S&T Mold takes responsibility for environmental protection and commits to adopting sustainable practices in all its operations.

III. FUNDAMENTAL PRINCIPLES

S&T's environmental policy is based on a solid set of fundamental principles that guide all our activities. These principles comply with international standards, including ISO 14001:2015, and reflect our ongoing commitment to environmental protection.

- **Pollution Prevention**: We adopt proactive measures to prevent pollution and implement corrective actions when necessary.
- **Regulatory Compliance**: We ensure that all our activities comply with applicable environmental laws and standards.
- **Resource Efficiency**: We use raw materials, energy, and water efficiently to promote resource conservation and waste reduction.
- **Employee Engagement**: Every team member is responsible for environmental protection and management activities.
- **Continuous Improvement**: We invest in innovation and environmental process improvements, aligning with best ecological practices.

IV. IMPLEMENTATION AND RESPONSIBILITIES

All the employees are responsible for supporting and complying with this policy:

Senior Management:

- Ensures the allocation of material, financial, and human resources necessary for the implementation and maintenance of the environmental management system.
- Periodically reviews environmental performance and establishes corrective measures for improvement.

Functional Departments:
Each department is responsible for integrating the environmental policy into its specific activities.

- The **IT Department** manages the optimization of energy consumption for equipment and infrastructure.
- The **Commercial Department** prioritizes the procurement of equipment and materials with a reduced environmental impact.
- The **Financial Department** identifies and allocates the budgets necessary for implementing environmental protection measures.
- The **Human Resources Department** ensures that employees are trained and aware of their environmental responsibilities.

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Employees:

- All employees are responsible for complying with environmental standards and applying eco-friendly practices in their daily activities.
- They are encouraged to report any environmental violations or incidents and propose improvement solutions.

V. MONITORNG AND EVALUATION

The company will periodically evaluate the effectiveness of its environmental protection policy as follows:

Monitoring System:
- Utilizing advanced technologies for continuous monitoring of key environmental indicators: energy consumption, emissions, waste production, and recycling process efficiency.
- Establishing specific and measurable key performance indicators (KPIs) to assess progress in achieving environmental objectives..

Periodics Audits:
- Conducting internal and external audits to verify compliance with the environmental policy and identify any non-conformities.
- Analyzing audit results by management, followed by the implementation of necessary corrective measures.

Reporting and Analysis:
- Preparing periodic reports on environmental performance to be presented to senior management and, when necessary, to stakeholders.
- Continuously reviewing performance indicators and adjusting monitoring procedures to ensure constant improvement..

VI. COMMUNICATION AND CONSULTATION

- **Internal Communication**: S&T ensures transparent and effective communication of its environmental policy and objectives to all employees. All departments and employees are informed about their responsibilities and the importance of environmental protection.

- **Stakeholder Consultation**: Our company is committed to collaborating with regulatory authorities, public interest groups, and business partners to promote sustainable solutions and address environmental concerns.

- **External Communication**: We regularly share updates on our environmental policy progress and measures with the public and stakeholders, ensuring transparency regarding the environmental impact of our activities.

VII. ENVIRONMENTAL INCIDENT MANAGEMENT

- **Identification and Prevention of Environmental Incidents**: The company maintains a continuous monitoring and evaluation system for its processes to identify any potential incidents that could impact the environment. In the event of an incident, we respond promptly and effectively to minimize the impact.

- **Emergency Action Plans**: In cases where incidents occur, we have implemented clear rapid intervention procedures, including immediate corrective measures to minimize environmental impact.

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- **Incident Reporting**: All environmental incidents are reported in compliance with legal regulations and documented to improve risk management processes.

- **Cause Analysis and Corrective Measures**: After each incident, we conduct a detailed analysis of the causes and implement corrective measures to prevent similar events in the future.

VIII. SPECIFIC MEASURES

- **Waste Management**: We implement rigorous waste sorting and recycling measures to reduce the amount of waste disposed of and promote the reuse of materials.
- **Energy Efficiency**: We continue to invest in energy-efficient technologies to reduce the energy consumption of our equipment and infrastructure.
- **Carbon Emissions Reduction**: We are committed to reducing carbon emissions from internal processes, as well as promoting the use of electronic services to encourage a reduction in paper consumption.
- **Employee Education and Awareness**: We organize training sessions for employees to ensure they are well-prepared to identify and implement environmental protection measures in their daily activities.

IX. COMMITMENT TO CONTINUOUS IMPROVEMENT

Through this policy, S&T Company commits to building an environmentally responsible culture.
- Environmental Performance Review and Assessment: The management of S&T Company is committed to conducting periodic internal evaluations to analyze whether the environmental policy is adequate and to implement corrective actions, if necessary.
- Continuous Improvement: We are dedicated to an ongoing process of improving our environmental management system, taking into account emerging technologies, feedback from stakeholders, and recommendations from competent authorities.
- Innovation and Development: We encourage innovation in technical and technological solutions to reduce environmental impact and support long-term sustainable development.
- Promoting an Environmental Culture: We encourage every employee to actively participate in improving the environmental performance of the company, transforming our commitment to environmental protection into a fundamental organizational culture.

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