

MERIDA ENVIRONMENTAL POLICY

INTRODUCTION

The **Merida Company** operates in accordance with the principles of sustainable development, building conscious and well-structured relationships between economic growth, environmental care, and human health and safety.

1. Mission and Commitment

The Management Board of the **Merida Company** is fully aware of the impact of its business operations on the natural environment and manages the Company in an eco-friendly manner, implementing processes aimed at mitigating and preventing negative impacts on the environment. As part of the adopted strategy, we are committed to:

- a) protecting the environment by preventing pollution and using resources sustainably,
- b) complying with all applicable legal requirements, internal requirements, and relevant external requirements of Interested Parties concerning identified environmental aspects,
- c) improving technological processes and modernising equipment and facilities to continuously improve product quality while minimising harmful environmental impacts.

2. Implementation of the Environmental Policy

To ensure the highest standards of environmental protection and continuously reduce the impact of our operations on the natural environment, this **Environmental Policy** is implemented by:

- a) complying with applicable legal and regulatory requirements related to environmental protection and other operational guidelines,
- b) restricting the use and, where possible, eliminating environmentally hazardous substances,
- c) applying modern technical, technological, and organisational solutions that enable minimising adverse environmental impacts at source,
- d) allocating resources for investments aimed at environmental protection,
- e) ensuring sustainable and safe waste management by segregating, properly storing, and transferring waste for recycling or disposal,

- f) monitoring and optimising the consumption of natural resources — such as raw materials, energy, fuels, and water — per production unit,
- g) controlling environmental risks and preventing environmental emergencies,
- h) integrating environmental considerations at all management levels and continuously raising Employees' environmental awareness,
- i) ensuring that production processes are conducted under environmentally friendly and safe conditions for humans,
- j) managing water usage and wastewater responsibly,
- k) reducing pollutant emissions,
- l) maintaining equipment in proper working order.

FINAL PROVISIONS

The **Merida Environmental Policy** establishes a framework for setting and reviewing environmental goals and objectives. Its principles are understood and implemented at all levels of the organisation. The document is also made available to Interested Parties and published on the website. The **Environmental Policy** is subject to regular reviews, at least once a year, and whenever there is a change in environmental protection legislation.

The Management Board of Merida Sp. z o.o.