



ENVIRONMENTAL POLICY



Last revision date: January 2025

ENVIRONMENTAL STATEMENT

ESSA Sales & Distribution strategy in environmental issues is to focus on the following areas and thus contribute to their protection and improvement:



We are committed to environmental matters, which means:

- Behaving in an environmentally friendly manner, not only at ESSA Sales & Distribution's premises but also at the premises of our clients;
- Adhering to measures that impede environmental pollution, and promoting environmental protection on an ongoing basis;
- Fulfilling all applicable environmental legislation requirements and other relevant requirements;
- Separating waste thoroughly and consistently;
- Economizing resources (water and electricity);
- Checking emissions of company cars and/or cars used for business on a regular basis;
- Seeking opportunities to improve environmental protection.



Our employees/ subcontractors are informed and educated in environmental issues

To ensure our employees/subcontractors are informed and educated in environmental issues, we:

- Inform via internal campaigns, informing e-mails, etc.;
- Educate via internal training;
- Support activities in the area of environmental protection among employees.



We are an environmentally-friendly organization, which means:

- Strengthening ESSA Sales & Distribution brand perception as a "company that cares about protecting the environment";
- Publicly presenting compliance with requirements under ISO 14001, UN Global Compact, Global Reporting Initiatives and Sustainable Development Goals initiatives, which demonstrates our interest in environmental issues.

Eugen Saulea,

CEO ESSA Sales & Distribution
January 2025



INTRODUCTION AND PURPOSE

Environmental sustainability is extremely important for the **ESSA SALES & DISTRIBUTION** business. Albeit our business is indirectly linked to the health of the environment, we are continuously looking for ways to reduce our impact on the environment and the communities in which we operate.

The **ESSA SALES & DISTRIBUTION** understands the important role that we play in understanding, protecting and enhancing the services that ecosystems provide and the underlying biodiversity. We are therefore constantly striving to optimise our use of natural resources and to develop our activity in a way that contributes to long-term sustainable development.

The purpose of the Environmental Policy is to prevent and control potential risks to the environment and it is supported by our future targets towards a minimum carbon footprint.

SCOPE

This policy applies to the management, employees and contract workers of all entities in the **ESSA SALES & DISTRIBUTION**. The policy also applies to visitors and to situations where the company's employees or agents are working at external locations.

REQUIREMENTS

1. COMMITMENTS

- To adhere to applicable laws and regulations at all times.
- To continuously improve our environmental standards.
- To communicate and deliver according to our strategy, targets and related objectives.
- To continuously work on risk reduction with a view to achieving zero environmental accidents.

2. ENERGY & EMISSIONS

2.1. ESSA SALES & DISTRIBUTION strives to use all energy sources as efficiently as possible, and to reduce greenhouse gas emissions and emissions related to noise/odor/nuisance.

2.2. ESSA SALES & DISTRIBUTION regularly assesses the possibilities for introducing renewable energy in its operations in order to reduce its carbon footprint.

3. WASTE

3.1. The **ESSA SALES & DISTRIBUTION** works to eliminate or reduce/minimise waste generation in order to conserve resources and avoid pollution of soil, water and air.

3.2. Any form of uncontrolled land filling or uncontrolled on-site/off-site waste handling must be avoided.

4. INVESTMENTS AND PURCHASES

4.1 **ESSA SALES & DISTRIBUTION** prioritises environmental aspects of investments and purchases when planning, costing and implementing activities with significant environmental impact, including all the areas covered in this policy.



4.2. **ESSA SALES & DISTRIBUTION** prioritises the purchase of energy-efficient equipment and improved design for energy/environmental performance.

5. STAKEHOLDERS

5.1 **ESSA SALES & DISTRIBUTION** is committed to open and unbiased dialogue with our stakeholders on environmental issues, and we periodically align our approach with external and internal stakeholders through materiality assessments.

ROLES AND RESPONSIBILITIES

Body/function/individuals	Roles and responsibilities
ExCom	Responsible for policy approval.
CEO of ESSA Sales & Distribution	Policy owner with overall responsibility to ExCom for environmental issues in ESSA Sales & Distribution, as described in this policy, and for ensuring that material corruption risks in the Company are duly attended to and communicated to the ExCom and the Audit Committee. Responsible for periodically assessing the effectiveness of this policy, the related manuals and screening procedures, and for reporting findings to ExCom and the Chairman of the Audit Committee. Responsible for (supporting) the implementation of the policy in the organization via communication & training.
Regional and local management	Responsible for ensuring that this policy is implemented and adhered to, and that all employees, third parties and business partners are made aware of the policy and its requirements. Responsible for annual sign-off on compliance with the policy.
Managers / Directors	Responsible for leading by example and ensuring adequate understanding of the policy within their respective groups.
Management, employees and contract workers of all entities in ESSA Sales & Distribution, including visitors	Responsible for adhering to this policy and reporting any observed accidents and incidents.

GLOSSARY

EHS

Environment, Health and Safety.

DEVIATIONS

No exemptions from this policy can be granted unless there are exceptional circumstances or the policy is obviously not applicable. All requests for exemptions must be made in writing to the policy owner. The policy owner must assess and decide on each request individually. Exemptions must be duly logged and documented.

In the event of any discrepancies between this policy and national laws or other applicable standards, the more stringent requirements will apply. Discrepancies between the provisions of this policy and national laws or other applicable standards must be evaluated by the ESSA Sales & Distribution



POLICY REVISION

This policy will be reviewed and, when necessary, revised every two years. It may be amended at any time with the approval of ExCom. and a translated version, the English version will be binding. Responsibility for revision lies with the policy owner.

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