

ENVIRONMENTAL POLICY OF THE VINDIJA GROUP



Vindija Group, the leading Croatian food industry, is committed with devotion to the values of sustainable development and environmental protection. We recognise the importance of integrating responsible practices into our business processes, all with the aim of addressing the challenges of climate change and compliance with the demands of local and wider ecosystems.

In our business approach to responsible environmental management, we are guided by the following fundamental principles:

- **Continuous compliance with laws, bylaws, recommendations, and other legal regulations, both at national and EU level**

We undertake complying with all relevant laws, regulations, and standards (mandatory and voluntary) in order to ensure the quality, legality and ethics of our business operation.

By conducting internal and external audits, monitoring trends, and applying innovation, we ensure the environmental sustainability of our business activities.

- **Rational and efficient use of energy and resources**

Conscientious and efficient use of energy, water and raw materials in all business and production processes contributes to the optimisation of the carbon footprint of the Vindija Group and our stakeholders within the value chain.

We likewise ensure business and environmental efficiency by systematically exploring new ways of saving and recovering resources, and by using more and more renewable energy sources.

- **Precautionary principle and responsible waste management**

We apply precautionary measures in order to protect the environment and minimise the amount of generated waste, which we manage in a responsible and conscientious manner.

Both, internally and with our strategic partners, we carry out activities that encourage the reduction of waste generation and the reuse of materials in accordance with the principles of circular economy.

- **Encouraging conscientious and proactive approach of employees and other stakeholders**

In addition to regular training, we raise sustainability awareness among employees and encourage an approach of continuous learning and improving of the environmental efficiency of operational processes.

By communicating on sustainability and the importance of environmentally responsible values, we are raising the awareness of our stakeholders, both business partners and the local community.

Vindija Group recognises its responsibility towards the environment and the community. By aligning the process of maintaining the position of market leader with responsible environmental management and the public good, we contribute to the unobstructed development of future generations.

Management Board of the Company
Varaždin, January 2024

