

## Environmental policy

Environmental policy forms an important part of Flycom Technologies corporate philosophy and overall corporate responsibility policy. Our main goal is to improve our efforts in the field of environmental protection and prevention or minimalization of potential negative impacts on the environment.

The environmental policy, arising from company's sustainable business strategy, includes environmental commitments, strategic objectives and policies, and action plans for each strategic environmental objective, which the the management and employees are committed to carrying out with care.

### **Ten commitments of the environmental policy of Flycom Technologies d.o.o.**

1. Protection of the environment is key factor when planning investments; we are introducing technologies and tools that are environmentally friendly and are an improvement of processes.
2. Incorporation of environmental guidelines when purchasing office supplies.
3. Rational use and efficient consumption of resources (energy, water, paper).
4. Reducing CO2 emissions and other greenhouse gas emissions.
5. Introducing best cases of practice in the field of waste management: prevention of waste generation, encouraging reuse, repairs and separate waste collection at the source.
6. Consistently monitoring and complying with all applicable legal regulations related to our important environmental objectives, we verify their effectiveness and potential for improvement.
7. Educating, training, and raising the environmental awareness of employees (especially new employees), we build a more responsible attitude towards the environment, reduce risk and improve procedures for the occurrence of emergencies and potential negative effects on the environment.
8. Informing suppliers, contractors, and stakeholders in projects about our environmental policies.
9. Transparency, communication and cooperation with the interested public.
10. We are committed to the continuous improvement of the environmental management system. In our short-time plan is ISO 14 0001 certification.

The company's management and all employees constantly advocate for a pleasant working environment and try to prevent or reduce the burden of work processes on the environment.

As part of our policy and commitment to continuous improvement, we will review this statement annually and amend it as necessary.