

A close-up photograph of a hand planting a small green seedling into dark, rich soil. The scene is illuminated by warm, golden light, creating a soft glow and highlighting the texture of the soil and the leaves of the plant. In the background, several other similar seedlings are visible, slightly out of focus. The overall mood is one of care, growth, and environmental stewardship.

Environmental Commitment

Message from the CEO

At Draslovka, we believe it is imperative to deliver sustainable long-term value by proactively taking steps to protect the world's natural environment. It is our goal to be a market leader in sustainability improvements, serving our people, our industry partners, and our planet through our products and services. We constantly reimagine what is possible, actively contribute to global industry standards and stay a step ahead in environmental, health and safety practices.

We are committed to continually research and implement mitigation measures to reduce our environmental footprint. We put safety first and constantly improve our processes to reduce risks to the environment. Draslovka recognizes its operational impact and seeks to reduce it and, at the same time, believes that its innovative solutions can create a positive effect on the environment and communities it serves.

Pavel Brůžek Jr.

Chief Executive Officer



What We Stand For

In our environmental commitment, we consider the impact of our operations over which we have direct control – including the employees and contractors who work on our manufacturing and non-manufacturing sites, as well as our value chain and the entire life cycle of our products until final use by our customers.

Our overarching commitment is to never stop seeking new sustainable solutions and create innovative products that improve the environmental impacts of the industries we serve. We also commit to:

Compliance and Governance

- At all times, comply with all applicable environmental laws, regulations, and industry standards, and keep all necessary environmental certifications, permits and registrations up to date.
- Periodically review and update our internal policies and strategies to reflect evolving environmental protection standards and best practices.
- Increase our focus on measuring environmental performance, using key performance indicators (KPIs) aligned with commonly used standards, and transparently report on environmental impacts and progress toward defined targets.
- Encourage our value chain partners to apply the same commitments and gradually request our suppliers to acknowledge our Supplier Code of Conduct and report on environmental issues.
- Provide training to our customers as needed and continue strengthening other product stewardship initiatives.

Climate Action and Energy Efficiency

- Continue exploring measures to reduce greenhouse gas (GHG) emissions.
- Regularly analyse risks and opportunities related to climate change and ensure resilience of our business model to material risks through implementation of adaptation measures.
- Constantly investigate new ways to improve energy efficiency of our operations and to increase the share of renewable energy in the consumed energy mix.

Pollution Prevention and Environmental Incidents Management

- Continue with our efforts to reduce pollution, including air, water and soil emissions.
- Use the best available technology and manufacturing practices, employ rigorous quality control procedures as well as efficient control measures to prevent chemical spills or other environmental accidents.
- While working tirelessly to prevent any incidents, invest in minimizing consequences of environmental incidents through emergency response mechanisms and remedial actions.

Water Stewardship

- Source, use and treat water sustainably.
- Investigate new measures to reduce water consumption and prevent water pollution.
- Monitor areas at water risk and implement measures to reduce water stress.



Resource Efficiency and Circular Economy

- Ensure efficient resource use and prioritize renewable resources where available.
- Follow the waste hierarchy (Prevention, Reuse, Recycle, Recovery, Disposal).
- Focus on minimizing hazardous waste from the manufacturing of our products.

Employee and Stakeholder Engagement

- Promote environmental awareness among our employees and strengthen prevention through training, drills and engagement programs.
- Engage with local stakeholders and address locally specific concerns that may arise.
- Maintain open lines of communication with all stakeholders to ensure concerns are raised and addressed timely.



Implementation and Governance

Draslovka's continual innovations enable industries with high impact on the environment and climate to improve their footprint.

At the same time, we recognize the importance of robust corporate governance, starting with strong oversight by the Board of Directors of Draslovka a.s. (**Board of Directors**) and a clear division of responsibilities. To ensure an effective alignment with our environmental commitments, Draslovka has issued a number of Group policies and statements:

- **Code of Conduct**
- **Supplier Code of Conduct**
- **Group ESG Policy and annual Sustainability Reports**
- **Terms of Reference of the ESG Committee**
- **Group Whistleblowing and Internal Investigation Guideline**
- **Group Remuneration Policy and Terms of Reference of the Committee for HR Matters and Remuneration**
- **Group EHSS Commitment**

The above Group policies and statements have been approved and are regularly reviewed by the Board of Directors and the senior management. The Group policies are implemented locally, setting a high standard while leaving space for product and site-specific issues.

Stemming from the Group policies, below is an overview of the tools and processes that facilitate the realizations of our commitments, with details and updates to be found in our Sustainability Reports:

- Strengthening the sustainability governance through formation of the ESG Committee reporting to the Board of Directors, Group and local ESG teams, the Advisory Board and Ethics Committees.
- Formulation and regular review of Draslovka's ESG Strategy, enabling us to set targets and measure progress against our goals.
- Regular Group wide environmental impacts, risks and opportunities assessment within the annual sustainability reporting, as well as numerous local risk assessment initiatives.
- Annual Group wide employee engagement survey and structured engagement with other stakeholders within the sustainability reporting process.
- Numerous environmental initiatives, awareness programs, preventive controls and emergency response mechanisms addressing local conditions.
- Contribution to industry standard setting, e.g. as founding members of the International Cyanide Management Code.
- Gradually requesting our suppliers to acknowledge our Supplier Code of Conduct.
- Customer evaluation and product stewardship initiatives to ensure safe handling of our products.

Reporting Misconduct

Draslovka is eager to hear the opinion and concerns of all stakeholders. Besides the usual lines of communication, Draslovka's Ethics Hotline is available 24 hours per day and allows anonymous reporting. As part of their duties, employees are expected to report suspected violations of law, provisions of Draslovka Code of Conduct, or other policies and procedures, including any suspected violations against environmental protection.

Information about Draslovka's Ethics Hotline is published on a dedicated [public website](#). Links are available on Draslovka's intranet and repeated in all internal policies and other internal and external communications. Draslovka's suppliers are requested in the Supplier Code of Conduct to spread awareness about Draslovka's Ethics Hotline among their workers.

The Whistleblowing and Internal Investigation Guideline also establishes a process to remediate any adverse impacts caused by Draslovka (including on the environment or health) or to which Draslovka might contribute.

The reports are followed up according to a defined investigation procedure, ensuring immediate and efficient investigation with respect to the principles of confidentiality and non-retaliation. The investigation shall be concluded by adoption of remedial and corrective actions, as necessary, with material findings and negative trends being reported to the Board of Directors to ensure top management oversight.

Every Draslovka employee and contractor acting on our behalf is responsible for understanding and complying with this commitment as well as all applicable laws, regulations and relevant contractual arrangements.

This commitment has been prepared by the Group Head of Compliance and the Group Head of Environmental, Health, Safety and Security and approved by the Board of Directors. Draslovka leadership commits to provide the resources and accountability to achieve the requirements of this commitment.



