



CHEMNOVATIC

ESG STRATEGY for 2023-2025

Chemnovatic ESG strategy defines a set of environmental, social, and management objectives, which we plan to accomplish in order to develop in a more sustainable way.



ENSURING COMPLIANCE WITH ESG REGULATIONS AND STANDARDS

Our ambition is to **ensure compliance with regulations and prevent abuses, as well as to create an organization managed responsibly**. We take formalized actions to ensure compliance with ethics and compliance both within the company and in relations with suppliers.

- Preventing corrupt practices
- Ensuring compliance with minimum ESG standards
- Ensuring compliance with the minimum ethical standard
- Ensure minimum preventive standards
- Ensuring a corporate culture that supports ethics/prevents violations
- Ensuring an ethical minimum standard in cooperation with supply chain partners
- ESG reporting
- ESG risk management



RESPONSIBILITY FOR THE SUPPLY CHAIN

We strive to **effectively implement responsible business standards in the value chain**. We respect basic human rights as well as labor rights. We also expect assurances that suppliers with whom we work meet these standards.

- Ensuring a standard of cooperation with supply chain partners
- Ensuring respect for basic human and labor right



CUSTOMER CARE

Our ambition is to **ensure transparency in terms of product quality**. We want to raise customers' awareness of the quality of raw materials, good practices, and proper verification of commercial documentation.

- Raising customers' awareness of the quality of raw materials used in e-liquids



CARE FOR THE ENVIRONMENT

We define actions to **reduce the negative impact on the environment** (including calculation and reduction of the carbon footprint), we also modernize the car fleet and strive to increase: the level of recycling, the share of (OZE) Renewable Energy Sources, and energy efficiency.

- Increasing the amount of recyclable waste
- Increasing the share of renewable energy sources (OZE)
- Modernization of the car fleet
- Investments in increasing energy efficiency
- Obtaining environmental certificates
- Implementation of the environmental policy
- Including environmental aspects in supplier evaluation
- Carbon footprint calculation
- Carbon footprint reduction



CARE FOR EMPLOYEES

We strive to **increase occupational safety and reduce the number of accidents**. We aim to have a team of qualified, responsible, and ambitious employees, whom we will be able to support in their development.

- Increasing work safety
- Increasing the level of safety culture in the plant
- Implementation of an occupational health and safety management system
- Introduction of skills development programs