

# ESG STRATEGY for 2023-2025



CHEMNOVATIC

Chemnovatic's ESG strategy outlines a set of environmental, social, and governance goals that we plan to achieve in order to develop in a more sustainable way.



## ENSURING COMPLIANCE WITH ESG REGULATIONS AND STANDARDS

Our ambition is to **ensure regulatory compliance, prevent misconduct, and create a responsibly managed organization**. We undertake formalized actions to ensure compliance with ethics and regulations within the company and in relations with suppliers.

- Preventing corrupt practices
- Ensuring compliance with minimum ESG standards and ethical standards
- Managing ESG risk
- Providing minimum preventive standards
- Ensuring a corporate culture that supports ethics and prevents violations
- Environmental, social, and governance reporting; ESG reporting
- Non-financial ESG reporting in accordance with ESRS standards



## CARE FOR EMPLOYEES

We ensure that our **employees have access to activities that have a real impact on their development, both personally and professionally**. We are building a team of professional, responsible and satisfied employees who get opportunities from the company to realise their own ambitions.

- Implementing development activities
- Ensuring "living wage" standards
- Fostering a corporate culture that supports continuous development and employee satisfaction
- Building a diverse and inclusive organizational culture and ensuring a corporate culture that supports equality in access to leadership positions



## CARE FOR THE ENVIRONMENT

We define **actions aimed at reducing the negative environmental impact** (including calculating and reducing our carbon footprint), modernize our vehicle fleet, and strive to increase: recycling rates, the share of Renewable Energy Sources (RES), and energy efficiency.

- Raising awareness about environmental changes
- Incorporating environmental aspects into supplier evaluations
- Implementing and certifying integrated environmental management systems
- Increasing recycling rates and the share of renewable electricity sources (RES)
- Combating climate change and transitioning to green energy
- Managing GHG emissions by calculating the carbon footprint of product groups and certified verification of GHG emissions management
- Reducing the carbon footprint based on scientific knowledge
- Modernizing the vehicle fleet
- Calculating the organization's carbon footprint



## SUSTAINABLE SUPPLY CHAIN

We strive for **the effective implementation of sustainable business standards throughout the value chain**. We respect fundamental human and labor rights and expect our suppliers to meet these standards as well.

- Ensuring an ethical minimum standard in collaboration with supply chain partners
- Ensuring ESG standards in collaboration with supply chain partners
- Ensuring the adherence to fundamental human and labor rights
- Managing ESG risks in the supply chain



## SAFE WORK ENVIRONMENT

We are committed to **creating a safe work environment, prioritizing the health and safety of our employees**. In our company, we respect fundamental labor rights and expect every work area to comply with the highest safety standards.

- Increasing workplace safety
- Enhancing the safety culture in the facility
- Implementing and certifying integrated occupational health and safety management systems



## CUSTOMER CARE

We focus on **ensuring transparency in product quality**. We aim to raise customer awareness regarding the quality of raw materials, best practices, and proper verification of commercial documentation.

- Raising customer awareness about the quality of raw materials used in e-liquids
- Ensuring customer safety and health

