

ZMH HORVAT d.o.o.	POLITIKA ZAŠTITE OKOLIŠA I ENERGETSKE UČINKOVITOSTI	Dokument: POL-IMS-02
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ZMH Horvat d.o.o. provodi svoje poslovanje na način koji osigurava **odgovorno upravljanje okolišem i energijom**, uz minimalne negativne utjecaje na okoliš te učinkovito korištenje prirodnih resursa i energije. Ova politika predstavlja obvezu tvrtke prema održivosti, sukladnosti i stalnom poboljšanju okolišnih i energetske performansi, u skladu sa zahtjevima **IFS Food v8**, **Eco Vadis metodologijom** i relevantnim zakonskim propisima Republike Hrvatske i Europske Unije.

Uprava ZMH Horvat d.o.o. obvezuje se da će:

- 1) Osigurati usklađenost** sa svim važećim zakonskim, regulatornim i drugim zahtjevima vezanim uz zaštitu okoliša, upravljanje energijom, otpadom i emisijama. Tvrtka redovito prati promjene u zakonodavstvu EU i RH te osigurava pravovremenu reviziju dokumentacije i procesa radi potpune usklađenosti.
- 2) Kontinuirano smanjivati utjecaj poslovanja na okoliš**, kroz prevenciju onečišćenja, smanjenje emisija CO₂, racionalno korištenje vode, energije i sirovina te poticanje recikliranja i ponovne upotrebe. Posebna se pažnja posvećuje dizajnu ambalaže, smanjenju plastike i povećanju udjela reciklabilnih materijala kroz cijeli životni ciklus proizvoda.
- 3) Uspostaviti i održavati mjerljive okolišne i energetske ciljeve (KPI)** te ih pratiti kroz sustav Balanced Scorecard i redovite interne revizije. Napredak u ostvarivanju ciljeva prati se putem zapisa o ciljevima i godišnje Uprave ocjene IMS-a.
- 4) Povećavati energetske učinkovitost** kroz optimizaciju tehnoloških procesa, korištenje energetski učinkovitih uređaja i edukaciju zaposlenika.
- 5) Kontinuirano pratiti potrošnju prirodnih i energetske resursa** u odnosu na količinu proizvedene robe s ciljem kontinuiranog smanjenja potrošnje tih resursa.
- 6) Procjenjivati i pratiti značajne aspekte okoliša**, uključujući utjecaje kroz cijeli životni ciklus proizvoda (Life Cycle Assessment – LCA) te redovito revidirati njihove utjecaje
- 7) Promicati kružno gospodarstvo** i održivu nabavu kroz suradnju s dobavljačima koji poštuju ESG principe, uključujući certificirane dobavljače (EKO, MSC, ASC). Dobavljači se periodično evaluiraju prema kriterijima održivosti.
- 8) Integrirati energetske učinkovitost u proces donošenja odluka** kod nabave opreme, planiranja investicija i projektiranja novih procesa.
- 9) Podizati svijest zaposlenika** o njihovoj ulozi u očuvanju okoliša i učinkovitom korištenju energije kroz redovite edukacije i komunikacijske kampanje. Svako nepridržavanje politike ili sumnja na okolišne nepravilnosti prijavljuje se putem službenog kanala za prijavu nepravilnosti (whistleblowing).
- 10) Transparentno komunicirati okolišne i energetske rezultate** prema dionicima, uključujući kupce, lokalnu zajednicu, certifikacijska tijela i platforme za ocjenjivanje održivosti poput Eco Vadis-a.
- 11) Kontinuirano poboljšavati sustav upravljanja okolišem i energijom**, kroz inovacije, nadzor, mjerenja i uprave ocjene. Učinkovitost politike provjerava se kroz interne i eksterne audite te Eco Vadis evaluacije.

Ova se politika pregledava najmanje jednom godišnje od strane Voditelja IMS-a i odobrava od strane Uprave ZMH Horvat d.o.o. Za provedbu i praćenje ciljeva odgovoran je Voditelj zaštite okoliša i energije, dok Uprava osigurava potrebne resurse i strateški nadzor. Ovu politiku potpisuje i odobrava Uprava ZMH Horvat d.o.o. Politika je javno objavljena na službenoj web-stranici ZMH Horvat d.o.o. i dostupna svim vanjskim dionicima.

Ova politika:

- primjenjuje se na sve djelatnosti, lokacije, proizvode i usluge ZMH Horvat d.o.o.,
- redovito se revidira radi osiguranja aktualnosti i učinkovitosti,
- javno je dostupna i komunicirana svim zaposlenicima i dionicima.

U Konjščini, 08.01.2024.

Direktor, Zoran Horvat

ZMH HORVAT d.o.o.	ENVIROMENTAL PROTECTION AND ENERGY EFFICIENCY POLICY	Dokument: POL-IMS-02
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ZMH Horvat d.o.o. conducts its business in a manner that ensures **responsible environmental and energy management**, with minimal negative environmental impacts and efficient use of natural resources and energy. This policy represents the company's commitment to sustainability, compliance and continuous improvement of environmental and energy performance, in accordance with the requirements of **IFS Food v8, Eco Vadis methodology** and relevant legal regulations of the Republic of Croatia and the European Union.

The Management Board of ZMH Horvat d.o.o. undertakes to:

- 1) Ensure compliance** with all applicable legal, regulatory and other requirements related to environmental protection, energy, waste and emissions management. The company regularly monitors changes in EU and Croatian legislation and ensures timely revision of documentation and processes for full compliance.
- 2) Continuously reduce the impact of its business on the environment**, through pollution prevention, reduction of CO₂ emissions, rational use of water, energy and raw materials and encouragement of recycling and reuse. Special attention is paid to packaging design, reducing plastic and increasing the share of recyclable materials throughout the product life cycle.
- 3) Establish and maintain measurable environmental and energy targets (KPIs)** and monitor them through the Balanced Scorecard system and regular internal audits. Progress in achieving the targets is monitored through target records and the annual Management's assessment of the IMS.
- 4) Increase energy efficiency** through optimization of technological processes, use of energy-efficient devices and employee education.
- 5) Continuously monitor the consumption of natural and energy resources** in relation to the quantity of goods produced with the aim of continuously reducing the consumption of these resources.
- 6) Assess and monitor significant environmental aspects**, including impacts throughout the product life cycle (Life Cycle Assessment – LCA), and regularly review their impacts
- 7) Promote a circular economy and sustainable procurement** through cooperation with suppliers that respect ESG principles, including certified suppliers (EKO, MSC, ASC). Suppliers are periodically evaluated against sustainability criteria.
- 8) Integrate energy efficiency into the decision-making process** when purchasing equipment, planning investments and designing new processes.
- 9) Raise employee awareness** of their role in environmental protection and efficient energy use through regular training and communication campaigns. Any non-compliance with the policy or suspicion of environmental irregularities is reported through the official whistleblowing channel.
- 10) Transparently communicate environmental and energy performance to stakeholders**, including customers, the local community, certification bodies and sustainability assessment platforms such as Eco Vadis.
- 11) Continuously improve the environmental and energy management system**, through innovation, monitoring, measurements and management reviews. The effectiveness of the policy is verified through internal and external audits and Eco Vadis evaluations.

This policy is reviewed at least once a year by the Head of IMS and approved by the Management Board of ZMH Horvat d.o.o. The Head of Environmental Protection and Energy is responsible for the implementation and monitoring of the objectives, while the Management Board provides the necessary resources and strategic oversight. This policy is signed and approved by the Management Board of ZMH Horvat d.o.o. The policy is publicly published on the official website of ZMH Horvat d.o.o. and is available to all external stakeholders.

This policy:

- applies to all activities, locations, products and services of ZMH Horvat d.o.o.,
- is regularly reviewed to ensure its relevance and effectiveness,
- is publicly available and communicated to all employees and stakeholders.

In Konjščina, 08.01.2024. Director, Zoran Horvat