



## Environment Policy

### Policy Overview

At Hirexa Solutions we are committed to upholding high environmental standards and minimizing our environmental footprint. This policy outlines our dedication to environmental stewardship and serves as a framework to guide our operations and decision-making processes.

#### 1. Commitment to Environmental Sustainability

We recognize the importance of preserving the environment and acknowledge our responsibility to operate in a sustainable manner. Our commitment extends to:

- Reducing environmental impact across all aspects of our operations.
- Complying with relevant environmental laws, regulations, and industry standards.
- Continuously seeking opportunities to improve our environmental performance.

#### 2. Key Environmental Focus Areas

**Energy Efficiency:** We strive to reduce energy consumption by implementing efficient technologies, optimizing processes, and promoting energy conservation practices across our facilities.

**Resource Conservation:** We are dedicated to minimizing waste generation, promoting recycling initiatives, and responsibly managing resources such as water, paper, and other consumables.

**Emissions Reduction:** We aim to minimize greenhouse gas emissions and air pollutants by adopting cleaner technologies, improving transportation efficiency, and monitoring emissions from our operations.

**Biodiversity Preservation:** We are committed to protecting and preserving biodiversity by responsibly managing our land, avoiding activities that harm ecosystems, and supporting initiatives that promote conservation.

### 3. Continuous Improvement and Innovation

We are committed to fostering a culture of continuous improvement and innovation in environmental sustainability. This includes:

- Setting measurable environmental objectives and targets to track our progress.
- Engaging employees at all levels to contribute ideas and solutions for environmental conservation.
- Investing in research and development to explore new technologies and practices that reduce our environmental impact.

### 4. Stakeholder Engagement and Transparency

We value transparency and open communication with our stakeholders regarding our environmental performance.

We regularly communicate our environmental initiatives, progress, and challenges to stakeholders.

Engage with stakeholders, including employees, customers, suppliers, and the community, to seek feedback and collaborate on environmental initiatives.

### 5. Compliance and Governance

We ensure compliance with all applicable environmental laws, regulations, and standards. Our governance structure includes:

Designating responsibilities for environmental management at various levels within the organization.

Conducting periodic reviews and assessments to ensure compliance and identify areas for improvement.

### 6. Integration with ESG Principles

Our environmental efforts align with our broader commitment to Environmental, Social, and Governance (ESG) principles. We believe that integrating environmental sustainability into our business practices will create long-term value for our stakeholders and contribute positively to society.

## Conclusion

This Environment Policy reflects our dedication to environmental stewardship and serves as a guide for our actions and decisions. We are committed to implementing and continuously improving our environmental practices to contribute to a sustainable future.