



DEMETRA

HOLDING

Environmental Sustainability Policy

Intent

This Environmental Sustainability Policy formalises our commitment to supporting the principles of environmental sustainability and recognises that a sustainable environment is central to our lives and our work.

The aim of our Environmental Sustainability Policy is to:

- implement environmental actions within the group
- monitor the environmental actions and improvements internally
- communicate environmental initiatives internally and externally.

Scope

This policy applies to all directors, staff and contractors working for the group.

Policy

DEMETRA HOLDING SPA respects our relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts that human activity can impose and take actions to prevent degradation of those natural systems.

DEMETRA HOLDING SPA commits to the following principles and practices:

- Monitoring and managing environmental performance and working towards targets set to reduce adverse impacts. In particular, we are committed to:
 - Optimising and reducing the consumption of natural resources in daily operations, including water, paper and energy.
 - Whenever possible, reducing waste by encouraging recycling and reuse and dispose of waste appropriately.
 - The principles of preventing pollution to the environment and continual improvement about possible emissions.
 - Minimising pollution by taking steps to limit carbon emissions, including resulting from vehicle and travel.

We seek to conduct a regular carbon assessment of our operations.
 - Where possible, encourage suppliers to meet high standards of environmental performance.

- Complying with relevant local environmental policies, practices, regulations and legislation, and industry-specific legislation taking into consideration where the controlled companies are located.
- Communicating this policy to all employees, contractors and other stakeholders, as well as making this policy available to the general public.
- Maintains adequate information and training for all employees to ensure full and timely compliance with all specific relevant regulations.
- Reporting on the group's environmental performance in both internal and external communications, where relevant.
- Reviewing this policy at least every three years and measuring targets and performance as part of that review.

Responsibility and Review

This Environmental Sustainability Policy is the responsibility of the Management of DEMETRA HOLDING SPA.
This policy is issued on November 17th, 2022 and the next review is due by November 16th, 2025.

DEMETRA HOLDING SPA

Giovanni Faccioli
(President)



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