



## AS “CLEANR GRUPA” SUSTAINABILITY POLICY

### 1. INTRODUCTION

AS “CleanR Grupa” (hereinafter CleanR Grupa or Group) comprises Latvia’s leading environmental services companies operating in the areas of waste management, premises, road, and urban environment maintenance, as well as property management. The focus of CleanR Grupa’s mission is taking care of THE PEOPLE AND THE PLANET. We believe that by taking care of people, we also look after our planet, and vice versa.

### 2. SCOPE

The CleanR Grupa Sustainability Policy (hereinafter Policy) applies to all companies directly or indirectly owned by CleanR Grupa, in which the Group is a majority shareholder and maintains full control over the operations.

### 3. AIM

- 3.1. The aim of this Policy is to set the framework for CleanR Grupa’s sustainability approach and governance, making sure that the Group’s companies in their business processes and decision making apply CleanR Grupa’s sustainability approach and its core principles.
- 3.2. Care for people and the environment, as well as fair and ethical governance underpins CleanR Grupa’s operations. CleanR Grupa seeks to place sustainable development at the core of its operations to promote the Group’s further growth, thus not only setting an example in the industry but also, with the services it provides, making a positive impact on the business environment and society.

### 4. STAKEHOLDER ENGAGEMENT

- 4.1. CleanR Grupa always seeks to find out its stakeholders' needs and opinion to ascertain the value it can bring. Therefore, the Group regularly carries out the necessary measures and activities (surveys, interviews, working groups, one-on-one meetings, etc.) to find out and monitor its stakeholders’ needs.
- 4.2. The Group is aware of its impact as well as its responsibility towards its shareholders- investors, employees, customers, policy makers and supervising authorities, suppliers, and society in general. The Group’s position and role, as well as its stakeholders’ opinion, serve as the basis for CleanR Grupa’s sustainability approach and strategy.

### 5. STRATEGIC SUSTAINABILITY FOCUS AND CORE PRINCIPLES

- 5.1. Considering its business strategy and stakeholders' opinion, CleanR Grupa is using a sustainable approach across all its operations, paying particular attention, and applying targeted measures to manage its impact responsibly in the following priority sustainability areas set for the next three years:
  - Climate impact mitigation, including energy efficiency, implementation of circular solutions.
  - Employee well-being and development.
  - Access to services (innovation, digitization), including environmental education.
  - Sustainable procurements and a responsible supply chain.
- 5.2. For each of these areas, the Group has set goals and attainable key performance indicators.

5.3. To implement its sustainability strategy and achieve goals set for the particular areas, the Group applies the following core principles:

- We maintain high legal, ethical, economic, social, and environmental standards.
  - We run fair, transparent, and responsible business operations and expect the same from our business partners.
  - We engage in open and active dialogue with our stakeholders.
  - Communication about the Group and its products is based on complete, accurate, comparable, and verifiable data.
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- We invest in efficiency, digitization and modernization, and infrastructure development to improve our services and access to them.
  - We seek to achieve the highest customer service standards by keeping our customers highly satisfied.
  - We implement modern digital solutions which help to effectively improve opportunities for remote customer service and self-service.
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- Our priority is employee health, safety, and well-being.
  - We observe labor and human rights, paying fair and motivating wages.
  - We seek to build an honest, inclusive, growth-oriented workplace where everyone feels recognized and may fully realize their potential.
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- We monitor and mitigate our climate impact.
  - In our daily operations, we use environment-friendly and energy-efficient solutions.
  - We constantly monitor our resource consumption and carbon emissions. Based on the data, we plan and apply concrete practical measures to reduce our emissions and increase energy efficiency.
  - We promote a circular economy by both offering new services and implementing initiatives promoting climate neutrality.
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- We seek to constantly raise our employee, customer, and society's awareness of the environmental services by running various educational activities and events on waste sorting, circular solutions, with particular attention to promoting a zero-waste culture.
  - We constantly communicate the Group's sustainability goals and ambitions through the public communication channels, as well as inform of the implementation of the Group's sustainability strategy within the Group's Consolidated Annual Report.
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5.4. Together with its Consolidated Annual Financial Statements, the Group publishes its Annual Sustainability Report, which includes a detailed account of the progress achieved with respect to the Group's sustainability strategy and goals, accomplishments, as well as the future plans.

## 6. SUSTAINABILITY MANAGEMENT

- 6.1. The CleanR Grupa Board is responsible for devising and implementing the Group's sustainability strategy.
- 6.2. The CleanR Grupa Council oversees the implementation of the Group's sustainability strategy.
- 6.3. The Group's Director of Corporate Communication and Sustainability, as need arises but no less than once in a quarter, informs the Board of sustainability-related issues, reports on the progress with respect to the Group's sustainability goals at the Group's board meetings, as well as runs external communication related to the Group's sustainability strategy and goals.
- 6.4. The Group's Sustainability Manager devises an action plan to implement the Group's sustainability strategy and achieve its goals. The Group's Sustainability Manager also oversees the daily

governance of sustainability-related issues and is in charge of sustainability-related internal communication and initiatives.

6.5. To ensure transparent and effective implementation of the Group's sustainability strategy, its goals and objectives, the Group has set up sustainability working groups. They include the respective managers and specialists of the Group's subsidiaries. Each sustainability working group is assigned a head, who is responsible for the implementation of the procedures and controls to achieve the set sustainability goals and objectives. The work of these working groups is overseen by the Group's Sustainability Manager.

6.6. Both the Sustainability Manager and sustainability working group heads take part in board meetings, where they report on the progress with respect to the set sustainability goals.



## 7. OTHER PROVISIONS

7.1. This Policy is reviewed upon the change of the term of the Group's business and sustainability strategy and/or its strategic sustainability framework.

7.2. This Policy is supplemented by other operational principles set in the Group's internal policies and procedures, for example, the Group's Code of Ethics, Human Resources Policy, Basic Marketing and Communication Principles, and others, available on the Group's web page, at [Corporate governance](#).