

Environmental Policy of the Dr. Miele Cosmed Group Capital Group



The mission of the Dr. Miele Cosmed Group Capital Group (DMCG CG) is to deliver the top quality products, created by people for people, using state-of-the-art technology and with care for the environment.

The mission of DMCG CG directly influences its business strategy, one of the pillars of which is environmental protection. Through our actions, we aim to contribute to the achievement of environmental goals set out in the UN Sustainable Development Goals, the Paris Agreement, and the European Union's commitments in the field of decarbonisation and the circular economy as part of the European Green Deal.

Our operational approach is based on the due diligence principles contained in the OECD Guidelines for Multinational Enterprises, the OECD Due Diligence Guidance for Responsible Business Conduct, and the UN Guiding Principles on Business and Human Rights. We strive to reduce negative environmental impacts through continuous improvement of our environmental management system, including risk analyses related to environmental impact and life cycle assessment of products within the value chain.

We fulfil our environmental responsibility through the following actions:

1. Emission Reduction:

We commit to reducing greenhouse gas emissions through the implementation of practices outlined in our decarbonisation plan (#Climate Policy).

2. Water and Wastewater Management:

Water is one of the main components of our products; therefore, our goals include monitoring its quality and consumption in line with internal standards, ensuring efficient use of water resources by continuously optimising production processes, and preventing water pollution by complying with local and international industrial wastewater discharge standards.

3. Chemicals Management:

We comply with environmental laws and defined impact thresholds. Our goal is to operate in accordance with quality assurance systems and production monitoring procedures established by the Management Board.

4. Circular Economy:

Our waste management activities follow the adopted #Circular Economy Policy of the Dr. Miele Cosmed Group Capital Group and the objectives and actions defined therein.

5. Regulatory and Standards Compliance:

We commit to fulfilling all legal and environmental requirements, including regulations on emissions. We ensure the safety of our production and raw materials by implementing appropriate

procedures and systems to prevent environmental and water pollution. We continuously monitor legislative developments to maintain full compliance with current standards.

6. Employee Training and Engagement:

We believe that employee engagement and awareness are key to achieving environmental goals. Therefore, we provide environmental training - particularly on emissions and their effects on ecosystems—in accordance with the annually approved training schedule.

7. Continuous Improvement:

We commit to regularly reviewing our environmental activities and objectives to ensure continuous improvement and minimisation of negative impacts on the environment..

8. Stakeholder Collaboration:

We cooperate with our suppliers, customers, and local communities to jointly achieve environmental protection goals. We also commit to preparing and conducting annual educational activities for suppliers, consumers, and employees, encouraging pro-environmental behaviours and reduction of negative impacts on the environment in the areas covered by the Group's business strategy.

9. Emergency Preparedness:

We commit to adhering to, reviewing, and updating existing emergency response plans and procedures.

Our Environmental Policy is publicly available and communicated both internally and externally, ensuring that all employees, partners, and the community are aware of our commitments to the natural environment. An appointed member of the Management Board supervises the proper implementation of these commitments and is responsible for providing the necessary resources and support. Additionally, the Management Board formally appoints individuals responsible for the practical implementation of specific environmental objectives, recognising that environmental wellbeing is a value shared by all employees. Their everyday habits should contribute to a positive environmental impact. The results of our actions are published in the annual Sustainability Statement.

Management Board of Dr. Miele Cosmed Group S.A.



Magdalena Miele
President
of the Management Board



Arthur Mielimonka
Member
of the Management Board



Kamil Szlaga
Member
of the Management Board



Michał Czajka
Member
of the Management Board