

MINIMUM ENVIRONMENTAL CRITERIA

All our products are formulated according to the regulations in force and the production factory is constantly adapted to the production needs with particular attention to the environment as we consider the protection and safeguarding of the environment as a fundamental value of our "doing business" and is required to all staff to adapt their daily actions to the Environmental Policy taking into consideration shared strategic and operational choices.

To realize this orientation we have defined an environmental management policy consistent with the UNI EN ISO 14001: 2015 which governs these problems connected with our business, more precisely:

- The analysis of the context in which the organization operates, with the analysis of the relevant factors for the management system and the needs and expectations of the interested parties;
- Respect of all environmental regulatory requirements applicable to the organization;
- Pollution prevention;
- Continuous improvement of the company's environmental performance, through periodic reviews;
- The identification and prevention of any environmental emergency and the control of any emergencies through specific plans.

Germo undertakes to involve its staff in correct environmental management through suitable training and awareness-raising initiatives in order to encourage the diffusion and continuous improvement of environmental and responsible behaviors. The organization also undertakes to ensure that employees operate in compliance with company provisions, that is, of strict observance of the laws, respect for the legitimate interests of customers, suppliers, institutions and the community.

In particular, the environmental management policy is structured to:

- Contain the consumption of resources, especially energy ones;
- Guarantee waste management oriented to the principles of reduction, recycling, reuse and environmental optimization of transport and disposal processes;
- Collect rainwater in a collection tank for irrigation of green areas;
- Use only recyclable packaging;
- Plan production to minimize washing by combining compatible mixtures to avoid wasting water;
- Check the efficiency of the systems to reduce consumption;
- Do not introduce industrial waste water into the sewerage system;
- Use vegetable components for the formulation of our products;
- Use only electric or manual handling equipment.

We want also specified that Germo S.p.A.:

- It does not produce waste other than recyclable plastic and cardboard waste;
- It is not subject to atmospheric emissions regulations as it does not work with air polluting compounds;
- It produces concentrated products that allow a lower consumption of plastic packaging;
- It uses a photovoltaic system for the production of energy for lighting and air conditioning;
- It has a collection system for any accidental spills aimed at safeguarding the environment (it should be noted that no accident has ever occurred until now)..

This Policy is published on the Tekna website and available to all Germo employees/customers and distributed upon request.