

ENVIRONMENTAL POLICY

ZIPPER SERVICES, through its top management, has established an Environmental Policy (in accordance with the ISO 14001 standard), tailored to the nature of its activities, processes, size, and environmental impact. This policy provides the framework for setting and reviewing both general and specific environmental objectives, as well as related targets.

The key environmental protection objectives assumed by ZIPPER's senior management include:

- Compliance with all applicable environmental laws, regulations, and other relevant requirements related to the Company's activities;
- Pollution prevention and reduction of negative environmental impact through efficient use of natural resources, adoption of renewable energy sources, reduction of emissions, responsible waste management, and environmental risk control;
- Continuous improvement of environmental performance by setting clear objectives, monitoring results, and periodically reviewing the Environmental Management System (implemented in accordance with the ISO 14001 standard);
- Awareness and involvement of employees by providing training and resources to enable active contribution toward the achievement of the Company's environmental goals;
- Collaboration with stakeholders, including clients, suppliers, and local communities, to promote environmental best practices and sustainable development.

ZIPPER's management is committed to maintaining and enhancing environmental performance through ongoing monitoring of objectives and through ethical, transparent, and open cooperation. This policy is periodically reviewed to ensure its continued relevance to the organization's purpose, operational context, and stakeholder expectations.