

## WASTE AND HAZARDOUS MATERIALS POLICY

Our company is committed to environmental protection by assuming ecological responsibility in all its operations and processes, and by minimizing the environmental impact associated with the activities, products, and services we provide. In particular, we recognize the importance of adopting best practices as we move toward a zero-waste future.

To fulfill the goals of this Waste and Hazardous Materials Policy, the following objectives have been established:

- Ensure compliance with applicable legal requirements and demonstrate best management practices in accordance with ISO 14001 Environmental Management System standards;
- Adopt the waste hierarchy principle for waste prevention and management, focusing on prioritizing prevention and waste reduction, preparation for reuse, recycling, other forms of recovery, and, only as a last resort, disposal;
- Promote a [circular economy](#) approach in waste management, keeping resources in use for as long as possible, extracting maximum value during their use, and facilitating recovery and regeneration at end-of-life;
- Measure, monitor, analyze, and report waste generation and disposal routes in compliance with applicable legislation, ensuring a high level of data accuracy;
- Set and periodically review waste reduction objectives and targets;
- Allocate appropriate resources to minimize waste generation, based on Best Available Techniques (BAT) that do not incur excessive costs;
- Where appropriate, donate unwanted but usable items to registered charities or community organizations;  
**Note:** In this regard, the Company would like to announce its willingness to donate used but functional file binders. For more information, please contact us at [sustenabilitate@ezipper.ro](mailto:sustenabilitate@ezipper.ro).
- Collaborate with our supply chain to measure and reduce waste associated with the delivery of products and services;
- Maintain appropriate infrastructure that enables the selective collection of both non-hazardous and hazardous waste;
- Implement, maintain, and communicate this policy throughout the organization and make it available to interested stakeholders;
- Provide ongoing training and internal communication to raise awareness, understanding, and technical knowledge among staff in order to improve waste reduction and management.