# Climate Change Management

Managing climate change is a key element of Yabimo's sustainable development strategy. Being aware of the impact of our activities on the environment, we consistently introduce and develop initiatives that minimize our carbon footprint and promote sustainable practices. Below are the actions we have undertaken as part of our environmental policy:

**Waste Segregation**

To reduce waste, YABIMO has introduced rigorous waste segregation rules at our locations. Each office has a system that allows waste to be separated into categories such as paper, plastic, glass, and organic waste. We regularly educate our employees on proper segregation practices through training, visual signage and information boards in offices.

**Installation of Tap Water Filtration Devices (the replacement of plastic bottles)**

To limit the use of single-use plastic bottles, we have installed tap water filtration devices in our offices. This action reduces the use of plastic bottles by thousands annually, significantly impacting the environment.

**Use of Mineral Water in Glass Bottles Only**

Another step towards reducing plastic waste is the decision to use mineral water and beverages only in glass bottles. The employees and clients have access to drinks provided in returnable and reusable glass bottles in each office, thus reducing plastic pollution.

**Car Sharing Program**

The car-sharing program we have launched in all our locations reduces CO2 emissions by limiting the number of vehicles needed for daily company operations. The employees have access to a fleet of cars they can share for business purposes, not only contributing to environmental protection through emission reduction, but also through operational cost optimization while promoting sustainable mobility.

**Environmental Management System (ISO 14001:2015)**

The certified Environmental Management System, according to ISO 14001:2015, which we have implemented, confirms our commitment to sustainable operations. This system helps us identify, monitor and manage environmental issues while continuously improving our eco-friendly practices. We consistently implement this system across all locations, ensuring a uniform approach to environmental protection throughout the organization.

**Electronic Document Circulation (PIT)**

By introducing electronic document circulation for tax declarations, we have significantly reduced paper consumption and related natural resources in all our offices. We shorten document processing time through automation and digitization, which not only increases operational efficiency, but also supports environmental goals by significantly reducing the carbon footprint associated with paper production and logistics.

**Tree Planting Campaign**

Green area reclamation plays an important role in our activities. We organize regular tree-planting campaigns, involving our employees in collaboration with the Niepolomice Forest District, helping to increase the number of trees in Krakow and the surrounding areas. This initiative aids in carbon capture and storage, improves air quality, and creates friendly spaces for local communities. Last year, we planted about 400 beech seedlings, contributing significantly to the fight against global warming.

YABIMO emphasizes its commitment to managing climate change through comprehensive, multifaceted actions in all our locations. Our goal is to minimize environmental impact, promote sustainable development, and inspire others to take similar steps.

Michał Olesiński

The President of the Board & CEO