

Environmental and biodiversity protection policy of Kajima Poland Sp. z o.o.

The environmental and biodiversity protection policy covers the entire business of Kajima Poland and stems from the founding document *Kajima Poland Management System* (KPMS, section 9.6.3 Environmental Management). The environmental and biodiversity protection policy is as important for the Company as the OHS policy and the quality assurance policy.

As a general contractor, Kajima Poland manages the investment process (design and construction). Kajima Poland does not carry out construction works directly, but it does affect the way the construction process is carried out.

Kajima Poland operates in accordance with all legal regulations in force in Poland and the European Union, but it does understand that effective environmental and biodiversity protection calls for actions that go beyond legal requirements. Thus, the Company undertakes to minimise the impact of its operations on the environment by:

- implementation of systemic activities conducive to environmental protection and minimising the harmful impact of the Company's operations on the environment in the indicated areas*. These activities will be adapted to legal regulations in force as well as the state of knowledge and technological capabilities of the Company;
- conscientious compliance with the restrictive requirements of our Clients, provided for in their own policies, strategies and commitments in the area of environmental and biodiversity protection, as well as ecological assessment systems and multi-criteria certification of buildings (e.g. LEED, BREEAM and other certification systems);
- increasing environmental awareness about the impact of the Company's operations on the environment and general issues related to environmental and biodiversity protection among employees and subcontractors;
- favouring suppliers and contractors that have their own environmental policies and offer environmentally friendly products;
- The Company also undertakes to support environmental actions and initiatives undertaken by employees under the aforementioned commitments and to promote environmentally friendly solutions (certificates, standards) among its Clients.

The Environmental Protection Policy (along with the KPMS) provides guidelines for establishing a strategy, goals and tasks in the field of environmental protection. This document will be updated to respond to real and current needs in the field of environmental protection.

* The impact of the Company's operations on the environment as well as mitigation and remedial measures are described in the document entitled *Strategy for Minimising Harmful Effects of Construction on the Environment and Biodiversity* and in environmental guidelines the Company receives from the relevant authorities.



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Reference documents:

- *Kajima Poland Management System* (the document is not intended for publication or transfer outside the Company),
- *Kajima Poland activities in the area of environmental and biodiversity protection*.