

Environmental, sustainability and occupational safety strategy

(HSEQ and ESG policy)

LIBREC is committed to operating safely, sustainably, and with a future-oriented approach in all areas of its business. We value the highest quality, operate transparently, and promote a culture of respect and openness. Our goal is to make a positive contribution to our employees, customers, and society by taking responsibility and continuously improving.

1. Quality and responsibility

For us, quality means more than compliance with laws and regulations. It also includes the consistent implementation of our health, safety, environmental protection, quality (HSEQ), and sustainability (ESG) policies.

Our employees are qualified, take on responsibility, and are supported in their professional development. All business processes are documented in our management system. We rely on expert knowledge, networks, controlling, reporting, and key performance indicators to continuously improve our organization and processes.

For us, sustainable corporate management also means acting socially responsible. We strive for long-term, honest, appreciative, and committed partnerships with employees, customers, and suppliers. At the same time, we expect our suppliers to demonstrate a level of commitment that meets our own standards.

2. Health

The health of our employees is our top priority. Our goal is to actively prevent work-related injuries, accidents, and health risks. To this end, we create working conditions that promote well-being and support long-term health.

We rely on comprehensive health management that supports both active and passive health care. This includes regular health checkups, occupational health screenings, and individualized occupational health consultations.

Occupational hygiene is a central component of our measures: We ensure that all work areas are designed to be hygienic and safe in order to best protect the health of our employees.

We also promote health-conscious behavior. Training courses, workshops, and health days help our employees deepen their knowledge of health and prevention and apply it in their daily work.

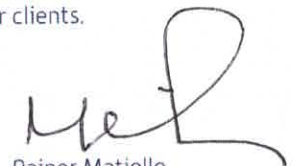
3. Occupational safety

In all our services, we are committed to identifying potential safety risks to people and the environment early on, carefully assessing them, and consistently avoiding them. Occupational safety is a central management responsibility. Our managers act as role models, promote safety-conscious behavior, and ensure safe working conditions. They ensure that safety standards are consistently adhered to. We strengthen our employees' safety awareness through regular training. Audits, site visits, and reporting contribute to the continuous development of our processes. As a waste disposal company, we assume responsibility along the entire value chain and are committed to ensuring that occupational safety standards are also adhered to in the upstream and downstream value chain.

4. Environment and Energy

Protecting the environment is crucial for a sustainable future. LIBREC is therefore consistently committed to making our activities environmentally friendly and resource-efficient. LIBREC covers its energy needs 100% with renewable energy. We continuously monitor our energy consumption and derive measures to increase energy efficiency. We also regularly record and analyze greenhouse gas emissions and develop targeted measures to increase efficiency. Regarding resource efficiency, we record and analyze waste generation and continuously reduce it through reduction, avoidance, and recycling. We promote environmentally conscious behavior among our employees by regularly publishing environmental indicators and strengthening their professional and environmental expertise through training and specialized education.

Our competence centers are crucial for the continuous improvement of our processes and results. With our ESG [environmental, social, and governance] vision, we consider ecological, social, and ethical aspects and position ourselves as a sustainable partner for our clients.


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