	Document Title: Environmental Sustainability Policy	Document Number:	CCE_ESG_001
		Process Owner:	Human Resources Manager
		Revision Number:	005
		Revision Date:	Nov. 28, 2025

**Policy document number has changed from CCE_HR_010 to CCE_ESG_001 to align with the ESG structure.*

Environmental Sustainability Policy

Purpose: This policy articulates Markdom's commitment to sustainable and responsible business practices that minimize our environmental impact, promote conservation, and contribute to a greener and more sustainable future.

This Policy serves as the umbrella environmental framework. All other ESG environmental policies are subordinate to and aligned with this policy


Scope: This Policy applies to all employees, contractors, vendors, visitors, suppliers, and authorized representatives acting on behalf of Markdom.

Policy Statements - Markdom is committed to:

1. **Resource Conservation** – Using water, energy, and raw materials efficiently across all operations.
2. **Waste Reduction and Recycling** - Reducing waste generation and promoting reuse and recycling wherever possible.
3. **Energy Efficiency** - Implementing energy-saving measures and adopting renewable and clean energy sources when feasible.
4. **Emission Reduction** - Minimizing greenhouse gas emissions through efficient technologies and sustainable logistics.
5. **Sustainable Procurement** - Prioritizing suppliers and materials that meet recognized environmental and sustainability standards.
6. **Environmental Compliance** - Markdom will comply with all applicable environmental laws, regulations, and standards in all jurisdictions where we operate.
7. **Environmental Awareness** - Providing training and fostering a culture of environmental responsibility among employees and partners.

Commitment: Markdom is dedicated to continuous environmental improvement by:

- Reducing GHG emissions (Scopes 1, 2, and 3).
- Monitoring water consumption.
- Expanding recycling programs.
- Minimizing energy use and waste emissions in product design.

	Document Title: Environmental Sustainability Policy	Document Number:	CCE_ESG_001
		Process Owner:	Human Resources Manager
		Revision Number:	005
		Revision Date:	Nov. 28, 2025

Responsibilities

Management: Responsible for supporting and promoting environmental sustainability efforts, providing resources, and aligning business strategies with sustainability goals.

Employees: Responsible for adhering to this Policy, actively participating in sustainability activities, and promoting environmentally responsible behaviour within the organization.


Supplier and Partner Expectations: Markdom expects all suppliers, contractors, and business partners to:

1. Comply with environmental laws in their operating areas.
2. Adopt responsible practices like waste reduction and energy efficiency.
3. Provide sustainable and safe materials and products.
4. Collaborate on initiatives to reduce environmental impact.
5. Share environmental performance upon request and show continuous improvement.

Failure to meet these expectations may impact relationships and future business opportunities.

Objectives and Targets

Objective	Target / KPI	Timeframe	Responsible
Reduce Scope 1 GHG emissions by 10% (fuel combustion, company vehicles, on-site energy use)	Annual GHG inventory (tCO ₂ e) verified against baseline year 2024 Direct Emissions	By 2030	HR / E&H&S Teams
Reduce Scope 2 emissions by 20% through renewable energy sourcing and efficiency upgrades (Purchased Electricity, Heat, or Steam)	Electricity consumption (kWh) and renewable energy percentage Indirect Emissions	By 2030	HR / E&H&S Teams
Identify and quantify Scope 3 emissions categories and reduce the total by 15% (Value Chain Emissions)	Supplier and logistics GHG reports, business travel data	By 2030	HR / E&H&S Teams
Reduce total water consumption by 5% across all facilities	Water use (m3) per production unit against the baseline year 2024	By 2027	HR / E&H&S Teams
Implement recycling programs in 100% of offices and production areas	Recycling coverage report	By 2026	HR / E&H&S Teams
Ensure 80% of key suppliers meet Markdom's Environmental & Human Rights standards	80% of key suppliers answered Markdom's survey and signed a commitment	By 2026	HR / Procurement

	Document Title: Environmental Sustainability Policy	Document Number:	CCE_ESG_001
		Process Owner:	Human Resources Manager
		Revision Number:	005
		Revision Date:	Nov. 28, 2025

Reporting: Employees, visitors, contractors, and suppliers can report anonymously, reporting any environmental concerns they may encounter. This can include issues related to waste management, resource conservation, or safety protocols that impact our ecosystem. They can use:

- ✓ The [MARKDOM SPEAK UP / REPORTING](#)
- ✓ Use the QR
- ✓ Email at hr@markdom.com




[FORM – Fill out Form](#)

Monitoring and Review

Non-compliance with this Environmental Sustainability Policy may lead to corrective actions, including disciplinary measures based on the severity and frequency of the violation.

The Policy will be reviewed annually or as needed, with updates communicated to all relevant personnel to ensure continued adherence to sustainability guidelines.

	Document Title: Environmental Sustainability Policy	Document Number:	CCE_ESG_001
		Process Owner:	Human Resources Manager
		Revision Number:	005
		Revision Date:	Nov. 28, 2025

RECORD OF REVIEWS

Date	Revision Description	Approved By	Revision Level
04/27/2022	First Revision and update since 2018	HR Manager Plant Manager	001
05/04/2023	Annual Revision no update	HR Manager	002
05/11/2024	Added policy statements and alignment with Ecovadis Scorecard requirements	HR Manager	003
02/10/2025	Added commitment, targets and Policy Review. Annual Revision, signed by GM	HR Manager General Manager	004
11/28/2025	Aligned with UNGC Principles Review statements objectives and targets <i>*Policy document number has changed from CCE_HR_010 to CCE_ESG_001 to align with the ESG structure.</i>	HR Manager VP Global Operations	005