



Kolid S Environmental Protection Policy

Purpose

At Kolid S, we are committed to reducing our environmental footprint and driving sustainable growth. As a leading FMCG distributor in Macedonia, we recognize our responsibility to manage resources efficiently, reduce waste, and operate in a way that protects both people and the planet.

Scope

This policy applies to all Kolid S operations: warehouses, offices, logistics activities, and the Sunday sweets factory.

Our Commitments

1. Energy Efficiency
 - Promote efficient energy use across warehouses, offices, and factory operations, supporting initiatives that reduce overall energy consumption.
2. Sustainable Fleet
 - Encourage efficient vehicle use and practices that reduce fuel consumption and emissions across logistics operations.
3. Waste Reduction
 - Implement waste separation, recycling, and responsible waste management practices across all sites.
4. Sustainable Packaging
 - Collaborate with suppliers to support the use of recyclable, reusable, or lower-impact packaging solutions.
5. Water Management
 - Promote responsible water use, prevent leaks, and support conservation practices across operations.
6. Continuous Improvement
 - Regularly review environmental practices and identify opportunities to reduce environmental impact and improve operational efficiency.
7. Employee Engagement
 - Raise awareness and involve employees in environmental protection through training, communication, and participation in sustainability initiatives.

Responsibilities

Head of ESG

- Leads environmental and sustainability initiatives and ensures alignment with company priorities and applicable standards.
- Monitors implementation of this policy and reports progress to management.

Site Management (Offices, Warehouses, Factory)

- Ensure that resources, tools, and operational support are in place to implement this policy within their respective areas.

Supervisors / Designated Responsible Persons

- Oversee daily adherence to environmental practices and procedures.
- Support employees in implementing sustainable practices at site level.

Employees

- Follow environmentally responsible practices in daily activities.
- Actively participate in company initiatives aimed at reducing environmental impact.

Monitoring and Review

Kolid S monitors the implementation of this policy through regular internal reviews, management oversight, and relevant monitoring mechanisms across its operations. The policy is reviewed annually by the Head of ESG and the Management Team to ensure continued relevance, compliance with applicable requirements, and alignment with company sustainability objectives.

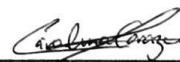
This policy is communicated internally to all employees and made available externally to partners and stakeholders upon request. It is also published on Kolid S's website to reinforce transparency and commitment to environmental responsibility.

Approved by:



Dushko Stojkov
Founder & CEO

Reviewed by:



Carolina Caraza
Head of ESG