

Integra Foundation Environmental Policy

Purpose of the policy

By adopting an environmental policy, the Integra Foundation wishes to express:

- attitude towards the environment
- a response to environmental problems
- a willingness to address environmental issues

The Integra Foundation is committed to improving its environmental profile and minimising its environmental burden on the basis of the adopted Environmental Policy and to consistently applying compliance with applicable environmental legislation and regulations in an efficient and cost-effective manner.

Context and environmental perspective:

At Integra Foundation, we recognize that the current climate change is a negative phenomenon that impacts the entire planet. The consequences of these changes are so serious that some experts are calling this a 'climate crisis'. There is clear evidence that human activity is playing a significant role in the increase in greenhouse gases, which is causing the Earth's overall temperature to rise at a dangerous rate. The consequences of high carbon dioxide emissions can be felt everywhere in the world today: heat waves, higher precipitation, droughts, rising sea levels, increased extreme weather events and melting glaciers. But it is the poorest people in the world who are most affected.

Integra Foundation statement

At Integra Foundation, we recognize that environmental degradation and climate change are increasing the vulnerability and reducing the resilience of people living in poverty. Failure to address environmental issues and risks can undermine our work and cause further loss of life, displacement, aid dependency and increased vulnerability of people. Conversely, we believe that taking environmental considerations into account improves the ability of our humanitarian and development interventions to support communities, particularly as they move from the relief to the self-help phase.

We therefore aim to do humanitarian and development work in a socially responsible manner and with minimal negative impact on the environment. We are therefore committed to doing our utmost to accommodate the effects of climate change and increasing demands for environmental protection in the planning and implementation of our projects.

Integra Foundation is committed to the following environmental principles:

1. Compliance with environmental requirements - Integra Foundation and its related entities and local partners will comply with relevant environmental laws, regulations and other environmental requirements in all countries where it operates.
2. 4R Rule - Reduce, Reuse, Repair, Recycle - The Integra Foundation and its related entities and local partners will follow the "4R" rule to minimize waste generated in the

offices, with an emphasis on environmentally sound disposal and recovery of hazardous waste, and segregation of waste, with an emphasis on the recovery and recycling of secondary materials, thereby reducing municipal waste.

3. Minimizing the environmental impact of travel - Integra Foundation and its allied entities and local partners will strive to minimize carbon-intensive travel as much as possible and prioritize travel modes that have the least impact on the environment.

4. Conserve energy, water and other resources - Integra Foundation and its allied entities and local partners will strive to reduce resource consumption by eliminating wasteful practices and promoting energy efficiency measures.

5. Procurement of environmentally sustainable goods - The Integra Foundation and its related entities and local partners will strive to purchase goods that have the least negative impact on the environment at all times by focusing on the sustainability of production, transportation and waste disposal.

6. Integrating environmental sustainability principles into programmes - Integra Foundation aims to integrate environmentally focused principles, tools and guidelines to better incorporate environmental best practices into all operations and programmes.

7. Environmental Education and Awareness - The Integra Foundation will provide ongoing education to staff and other stakeholders as well as the public on the importance of environmental stewardship and sustainability.

| Commitment | Responsible person | Implementation and Monitoring |
|-------------------|---------------------------|---|
| 1. Compliance | Project Manager | Preparation and reporting |
| 2. 4R | Office Manager | Amount of produced waste is the same or less than the previous year. Waste separation is implemented in the office. Reduced use of paper. |

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| 3. Travel | Project Manager | <p>Ask questions: Is the journey necessary? Is an online solution possible?</p> <p>Promote environmentally friendly ways of transport and commuting;</p> <p>Contribute to reducing carbon dioxide emissions by using less polluting modes of transport, teleconferencing, videoconferencing and teleworking in selected positions.</p> |
| 4. Saving | Responsible employee | <p>Energy consumption does not increase.</p> <p>Energy saving measures are in place - e.g. LED bulbs, water savers.</p> <p>Reduction of consumption of office paper, information materials by switching to electronic communication</p> |
| 5. Procurement | Office Manager + Project Manager | <p>Incorporate environmental requirements into tender documents to ensure that the negative environmental impact of purchased services and goods is reduced.</p> |
| 6. Integration | Project Manager | Preparation and reporting |
| 7. Training | Project Manager | <p>Number of trainings, webinars for employees, schools, companies, public.</p> |