



Environmental Policy

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Process: HSE Compliance

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The Hilti Group ("Hilti") is a global company with headquarters in Switzerland. We are a leading provider of products and services for professionals in construction, industry and energy. Our mission is to make life easier for professionals by providing them with innovative products and services that help them work more efficiently and effectively. We believe that our success is built on our commitment to quality, safety, and environmental responsibility. We are committed to reducing our impact on the environment and to protecting the health and safety of our employees, customers, and communities. We strive to be a responsible corporate citizen and to contribute positively to society.

Environmental Policy

Valid as of November 2020

Hilti's environmental policy is based on the following principles:
1) To reduce our impact on the environment and to protect the health and safety of our employees, customers, and communities.
2) To comply with laws and regulations and to implement environmental management systems.
3) To continuously improve our environmental performance and to set environmental goals and targets.
4) To promote environmental awareness and education among our employees, customers, and suppliers.
5) To reduce our energy consumption and to increase our use of renewable energy sources.
6) To minimize waste generation and to recycle and reuse materials where possible.
7) To protect natural resources and to support sustainable development.
8) To reduce our impact on the environment and to protect the health and safety of our employees, customers, and communities.

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Hilti Group ("Hilti") strives to reduce its ecological footprint. This policy details the Hilti Code of Conduct sections regarding sustainability and our approach to managing environmental topics and defines relevant basic rules and how to apply them.

The environmental policy reflects a substantial part of the sustainability strategy of Hilti and the foundation for the Environmental management System (EMS) according to ISO 14001.

This policy applies to Hilti Corporation and all subsidiaries held by Hilti Corporation directly or indirectly, by way of majority or minority share if Hilti has management control and its employees, including directors, officers and managers, interns and temporary workers.



asic rules

1. We strive to reduce the ecologic footprint of our operations & products.
2. We comply with the applicable environmental rules and regulations.
3. We achieve our environmental objectives and provide operational improvements.
4. We promote environmental awareness within the company and our supply chain.

Applying the rules

- 1. We reduce our ecologic footprint by:**
 - a) becoming a CO₂ neutral company within scope 1, 2 and business travel by 2023;
 - b) continuously reduce: our energy and raw material consumption, waste, water usage, emissions and noise;
 - c) appropriate waste management practices, seeking to reduce, re-use, recycle and to become landfill-free.
- 2. To comply with rules and regulations we:**
 - a) Implement database driven processes to monitor our regulatory environment and to support the administration of related roles and responsibilities;
 - b) maintain our ISO 14001 certificates.
- 3. Regarding our environmental objectives:**
 - a) we set targets for continuous improvement;
 - b) we identify opportunities to minimize the potential environmental impact of Hilti products or services;
 - c) we substitute the use of materials and substances that have potentially hazardous effects on the environment, human health and wellbeing;
 - d) we record and assess the effects of our activities on the environment and translate them into targets and measures for improvement;
 - e) we create transparency and internal reporting to drive product circularity improvements;
 - f) we integrate circular principles into design and supply and use lifecycle assessment to ensure resource efficiency and recyclability;
 - g) we reduce packaging in consumables & logistics (e.g. recyclable, reusable)
 - h) we support customers to optimize their tool park usage;
- 4. Promotion of environmental awareness:**
 - a) by ensuring that colleagues are aware of Hilti's Environmental Policy and that they are aware of their own responsibilities giving them the necessary competence and training;
 - b) bind and incentivize our supply chain to environmental standards;
 - c) we encourage the sharing of good environmental practices across our operations;
 - d) we report on our progress to internal and external stakeholders.



Environmental Policy Statement

The Hilti Purpose Statement is "We Passionately Create Enthusiastic Customers and Build A Better Future". To help "Build a Better Future", **Hilti Montenegro d.o.o. Podgorica** is committed to operating in an Environmentally Responsible manner.

I confirm that the legal entity I am responsible for, follows the Hilti Environmental Policy with the following basic principles:

1. We strive to reduce the ecologic footprint of our operations & products.
2. We comply with the applicable environmental rules and regulations.
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Signature:

A handwritten signature in black ink, appearing to read "Rakhat" or "Rakhat Rakhmatullin".

Print name:

ELMIR RAKHMATULLIN

Date:

19.07.2022



Politika zaštite životne sredine

Datum / Verzija: Novembar 2020 / 1.0

Proces: Usklađenost sa HSE

Izdavač: Glavni službenik za usklađenost

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Politika zaštite životne sredine

Važi od novembra 2020

Hilti Grupa ("Hilti") nastoji da smanji svoj ekološki uticaj. Ova politika detaljno opisuje odeljke Hilti-jevog kodeksa ponašanja u vezi sa održivošću i našim pristupom upravljanju ekološkim temama i definiše relevantna osnovna pravila i kako ih primeniti.

Politika zaštite životne sredine odražava značajan deo strategije održivosti kompanije Hilti i osnova za Sistem upravljanja zaštitom životne sredine (EMS) prema ISO 14001.

Ova politika se odnosi na kompaniju Hilti i sve produžnice koje Hilti korporacija drži direktno ili indirektno, većinskim ili manjinskim udelom ako Hilti ima upravljačku kontrolu i svoje zaposlene, uključujući direktore, službenike i menadžere, pripravnike i privremene radnike.

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na pravila

Nastojimo da smanjimo ekološki uticaj svog poslovanja i proizvoda.

2. Pridržavamo se važećih ekoloških pravila i propisa.
3. Ostvarujemo svoje ekološke ciljeve i obezbeđujemo operativnu poboljšanja.
4. Promovišemo ekološku svest unutar kompanije i našeg lanca snabdevanja.

Primena pravila

1. Smanjujemo uticaj na okolinu, tako što:

- a) postajemo CO₂ neutralnom kompanijom u opsegu 1, 2 i poslovnim putovanjima do 2023;
- b) kontinuirano smanjujemo: potrošnju energije i sirovina, otpad, upotrebu vode, emisije i buku;
- c) odgovarajuće prakse upravljanja otpadom, kojima se nastoji smanjiti, ponovo koristiti, reciklirati i biti bez deponija.

2. Da bismo se pridržavali pravila i propisa:

- a) Primeniti procese vođene bazom podataka kako bi nadzirali naše regulatorno okruženje i podržali administraciju srodnih uloga i odgovornosti;
- b) održavati naše ISO 14001 sertifikate.

3. Naši ciljevi zaštite životne sredine:

- a) postavili smo ciljeve za kontinuirano poboljšanje;
- b) identifikujemo mogućnosti da minimiziramo potencijalni uticaj Hilti proizvoda ili usluga na životnu sredinu;
- c) zamenjujemo upotrebu materijala i supstanci koje imaju potencijalno opasne efekte na životnu sredinu, zdravlje i dobrobit ljudi;
- d) evidentiramo i procenjujemo efekte naših aktivnosti na životnu sredinu i pretvaramo ih u ciljeve i mere za poboljšanje;
- e) kreiramo transparentnost i interno izveštavanje radi poboljšanja kružnosti proizvoda;
- f) integrišemo kružne principe u dizajnu i isporuci i koristimo procenu životnog ciklusa kako bismo osigurali efikasnost resursa i mogućnost recikliranja;
- g) smanjujemo ambalažu u potrošnom materijalu i logistici (npr. moguće je reciklirati ponovo unotražiti)

- h) podržavamo kupce da optimizuju upotrebu alata;
- i) visok nivo prikupljanja i recikliranja alata nakon završetka životnog veka;

- j) povećati ponovnu upotrebu materijala (npr. koristiti rezervne delove u popravci, recikliranje kućišta alata, recikliranje baterija);
- k) integriramo ekološka razmatranja kroz pasivni dizajn i energetsku efikasnost u novim i obnovljenim zgradama, tražeći gde god je to moguće postizanje standarda dobre prakse;
- l) po potrebi razvijamo akcione planove za biodiverzitet specifične za određene lokacije, kako je prikladno na pojedinačnim lokacijama;
- m) po potrebi uključujemo mere prilagođavanja na klimatske promene u svoje planiranje.

4. Promocija ekološke osvećenosti:

- a) obezbeđivanjem da kolege budu upoznate sa Hilti-jevom politikom zaštite životne sredine i da su svesne sopstvenih odgovornosti dajući im potrebne kompetencije i obuku;
- b) vezati i podstićati naš lanac snabdevanja na ekološke standarde;
- c) podstićemo razmenu dobrih ekoloških praksi kroz naše poslovanje; izveštavamo o svom napretku unutrašnjim i spoljnim zainteresovanim stranama.

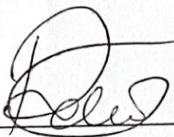
Izjava o ekološkoj politici

Izjava o nameni kompanije Hilti glasi „Strastveno stvaramo oduševljene kupce i gradimo bolju budućnost“. Da bi pomogla „Izgradite bolju budućnost“, **Hilti Montenegro d.o.o. Podgorica** posvećena je poslovanju na ekološki odgovoran način.

Potvrđujem da pravno lice za koje sam odgovoran prati Hilti politiku zaštite životne sredine sa sledećim osnovnim principima:

1. Nastojimo da smanjimo ekološki uticaj svog poslovanja i proizvoda.
2. Pridržavamo se važećih ekoloških pravila i propisa.
3. Ostvarujemo svoje ekološke ciljeve i obezbeđujemo operativna poboljšanja.
4. Promovišemo ekološku svest unutar kompanije i našeg lanca snabdevanja.

Potpis:



Štampano ime: ELMIR RAKHMATULLIN

Datum:

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