



**Environmental Policy
Kube Partners Italy S.r.l.**

First release: August 01st, 2024

TABLE OF CONTENTS

1.	INTRODUCTION	3
2.	OBJECTIVES AND COMMITMENTS	3
3.	ACTIONS.....	3
4.	TRAINING.....	4

1. INTRODUCTION

At Kube Partners Italy (hereinafter "Kube"), we recognize the importance of environmental protection and our responsibility to promote sustainable business practices and development. We believe that these aspects are fundamental values essential for both the present and the future of our planet.

Therefore, we have integrated an environmental policy into our daily business strategies. This policy includes rejecting waste and adopting solutions that ensure both a gradual improvement in efficiency and a constant focus on the environmental impacts of our choices. As a result, we implement supply systems that avoid negative effects on the environment and on our business context.

Below, we outline Kube's objectives, commitments, and actions in support of sustainability.

2. OBJECTIVES AND COMMITMENTS

The objectives of this policy are:

- Ensuring compliance with all applicable environmental laws and regulations;
- Using resources efficiently and consciously, reducing waste and favouring sustainable choices over time;
- Identifying and implementing business measures aimed at improving environmental and energy performance and at reducing negative impacts from business activities;
- Selecting suppliers based on ethical, social, and environmental criteria;
- Increasing employees' awareness and understanding of this Policy, fostering the growth and spread of an environmental culture and responsible practices, and encouraging changes or improvements in environmentally unfriendly habits and behaviours.

3. ACTIONS

Energy

Kube is committed to promoting the use of renewable energy sources to reduce CO2 and other greenhouse gas emissions.

Plastic and Packaging

To reduce the use of single-use plastics, Kube promotes the use of alternative biodegradable and compostable materials. We provide employees with reusable utensils, plates, and cups, and encourage the use of reusable water bottles and dispensers.

Waste and recycling

Kube strictly adheres to the waste separation system mandated by the Municipality of Monza, where our headquarters are located, for paper, plastic, glass, and organic waste. We also use designated collection points for recycling electronic materials and batteries.

Travel

Kube promotes sustainable mobility by encouraging the use of public or collective transport systems and/or those with a lower environmental impact for commuting and business trips (e.g. bicycles). We prioritize rail transport over flights to reduce carbon emissions (in the case of air travel, we promote practices to offset emissions). Where possible, we encourage the use of virtual communication tools instead of travel. Additionally, we have long adopted contractual arrangements for employees that allow for a combination of physical presence in the office and remote working days.

Sustainable Purchasing Decisions

Kube promotes the purchase and use of products and services with a lower environmental impact, considering national and European regulatory standards and the principle of cost-effectiveness (e.g., remanufactured printer toner and cartridges, recycled and/or recyclable paper).

Printers and Paper

All printers are set to double-sided and black-and-white by default. The company participates in recycling programmes for used cartridges and toners. Kube has operated in a paperless mode for years and encourages the use of digital documents to reduce paper use, preferring recycled paper.

Technology

Kube prioritizes the purchase of hardware and devices with certifications that ensure high energy efficiency and environmental sustainability. We also select Cloud Providers that offer their services using energy-compliant infrastructures and have established adequate sustainability policies. This means Cloud Computing providers are chosen based on their green practices.

Kube encourages the use of virtual communication systems, both internal and external, and is committed to the ongoing maintenance and technological updates of equipment, periodically replacing items considered outdated, especially with regard to their energy consumption.

4. TRAINING

Training and informing employees is a fundamental tool for implementing this Policy. All employees are made aware of this Policy through appropriate communication and awareness activities.