

Environmental Objectives and Targets

(2025–2030)

Cleangrad d.o.o.

2025

1. Purpose

This document defines Cleangrad d.o.o.'s environmental objectives and quantitative targets. It provides a structured framework for monitoring environmental performance, supporting continuous improvement, and ensuring alignment with the company's sustainability strategy.

The targets are defined to remain robust under varying business conditions and are periodically reviewed to ensure continued relevance in line with operational development.

2. Context and approach

Cleangrad operates as a project-based industrial company with variable annual activity levels depending on project scope, customer requirements, and workforce size.

Environmental performance is therefore influenced by:

- fluctuations in project volume and site operations
- changes in production and installation workload
- logistics and transport intensity
- workforce and operational scaling

To ensure meaningful tracking over time, targets are defined using:

- **absolute indicators** (total emissions, total consumption)
- **intensity-based indicators** (per employee, per revenue, per project output)

This approach ensures comparability over time regardless of business growth or structural changes.

3. Environmental objectives and targets

3.1. Greenhouse gas emissions (GHG)

- **Strategic target (2030):** Reduce total organizational greenhouse gas emissions by **30% compared to the 2024 baseline**.
- **Operational target (annual):** Achieve continuous improvement in emission intensity of **3–5% per year**, depending on business activity levels.

3.2. Energy consumption

- Improve energy efficiency with a target of:
 - **10% reduction in energy intensity by 2030** (kWh per operational output unit)
- Increase the share of low-carbon energy sources through ongoing evaluation and implementation of renewable energy solutions where technically and economically feasible.

3.3. Waste management

- Maintain and improve waste performance with targets of:

- **15% reduction in mixed municipal waste per employee by 2030**
- increased sorting and recycling efficiency across operations

3.4. Sustainable mobility

- Reduce transport-related environmental impact through:
 - **10% reduction in mobility-related emissions intensity by 2030**
- Measures include optimization of logistics, digital collaboration tools, and promotion of shared and low-emission transport options.

3.5. Water consumption

- Maintain stable water use levels while ensuring efficiency improvements:
 - **5–10% reduction in water intensity per employee by 2030**

4. Monitoring and review

Environmental targets are reviewed annually as part of management review processes.

Adjustments may be made where necessary to reflect:

- significant changes in business volume or project portfolio
- technological developments
- regulatory requirements
- customer or supply chain expectations

This ensures that targets remain relevant, realistic, and aligned with operational conditions while maintaining long-term strategic direction.

5. Conclusion

Cleangrad d.o.o. has established measurable and structured environmental objectives that support continuous improvement across key impact areas.

The target system is designed to remain stable in ambition while flexible in execution, ensuring that environmental performance is consistently managed alongside business growth and operational variability.