ENVIRONMENTAL POLICY

The company Fragaria d.o.o. is engaged in the cultivation, processing and trade of fruits and vegetables. The quality of our products has also been recognized by our long-term customers. Environmental protection is one of the priorities of Fragaria d.o.o.

We follow the principles of "clean production" daily, which means rational use of raw materials, a higher degree of productivity, better quality, and at the same time we develop a company that treats the environment responsibly. The implementation of the environmental policy reflects the developed awareness and sense of responsibility of the Management Board and all employees in our company. The environmental policy is communicated to all persons who work for our company. All activities must comply with the applicable national legal provisions regarding environmental protection as well as the regulations of the countries in which the company operates. In the absence of their own legal provisions, international standards apply.

We base our environmental and resource management on responsible and sustainable goals, practices and activities:

Efficient use of resources: optimised use of water, energy and raw materials. This includes regular monitoring of resource consumption and increasing energy efficiency.

Renewable energy sources: a gradual transition to renewable energy sources in the form of the construction of solar power plants at the production site. We invest in energy-efficient equipment and infrastructure to reduce overall energy consumption.

Waste reduction includes reducing the use of plastic in the packaging of our products, using recycled materials, educating employees about the importance of reducing food waste.

Sustainable sourcing: We prioritize sourcing ingredients and materials from suppliers who share our commitment to environmental sustainability. This includes supporting producers who apply sustainable agricultural practices and promote biodiversity conservation and hold the Global G.A.P. standard.

Laboratory control: in-house laboratory and authorized laboratory.

Success and responsibility: we enforce all laws, regulations and standards related to the environment and energy as well as internal policies. We will ensure that all employees are educated about environmental knowledge and that we achieve our environmental goals.

Monitoring: We will regularly review and update our policy to ensure best practices and sustainability standards.

The employees and the director of Fragaria d.o.o. are familiar with the environmental protection policy, they accept it as a permanent principle in their own work and activities. Environmental policy, ensuring continuous progress in the fields of environmental protection and energy management, care for employees, the community, and in the field of human rights protection and the fight against corruption is a constant task of Fragaria d.o.o.

In Zagreb, 03.01.2026.

Director: Stanko Barbarić

Fragaria d.o.o.
Zagreb, Koledovčina 1

EMPLOYEE STATEMENT ON ACCEPTANCE OF ENVIRONMENTAL POLICY GUIDELINES

With this statement, all employees confirm the following:

- Compliance with all paragraphs and guidelines specified in the environmental policy
- To conscientiously perform all tasks in accordance with the environmental protection policy through their work and commitment
- Use all the knowledge gained during education and work experience with the aim of improving the environmental protection system in the company

Employees:

Name and surname	Name and surname
ARIOLA CYRIL	KARDUM MAJA
BAJGAIN ANIL	KHADKA ANUSA
BOBIĆ BRUNO	KHATRI KHADKA RAJ
BOSTON GELLAN	KOLEK TOMISLAV
BUDHA MAGAR GEHENDRA	KORPAR MATIŠIĆ PATRICK
CALVO MANILYN	KRLJAN ANA
CHAUHAN CHHATRA BAHADUR	KUSULE KAPALI RAJ KUMAR
MARIĆ ANA	LAMICHHANE SUNITA
GAVRAN ANA	LAMPERT JASNA
GHARTI MAGAR ANISH	LAZAREVIĆ FILIP
GRLADINOVIĆ KREŠIMIR	MILETKOVIĆ DUŠKO
GRZELJ DAMIR	MASLAĆ DOMJANIĆ ANA
GRZELJ FRAN	MATUN NEVENKA
GURUNG AMRITA	MEKOVEC NEDJELJKO
KOVAČIĆ VEDRAN	MICIN KATARINA
HORVAT HRVOJE	MILČIĆ ŽELJKICA
HORVAT JADRANKA	MOSKALENKO OLHA
HORVAT KRUNOSLAV	MATKOVIĆ VESNA
JELAČIĆ HRVOJE	NOVAKOVIĆ JASMINKA
JELEN LIDIJA	NOVOSEL MATIJA
JOSIPOVIĆ FABIJAN	NOVOSEL MIHAEL
JURIĆ ĐORĐO	PAJAS MANUELA
KAJINIĆ LJUBICA	PINTARIĆ DANKO
KARAS MALUS MARINA	PENDIĆ IVAN
LIAMETS SVITLANA	TESKERA BOLONT MARIJA
PETI ANA MARIJA	TOMLJENOVIĆ NIKOLA
PISKAČ ROBERT	TUDEK ZLATA
PREČANICA MIRJANA	VALERIO GENESIS JAN
PUN NEMLAL	VARGA KATARINA
RAJŠČAK ALEN	VAROVIĆ MARIJA

SEMIALJAC MARINA	VELASCO MICHAEL
SEVERINAC JOSIP	VRSTOŠEK DOMAGOJ
SHAHI KALAM BAHADUR	ŽUNEC-MIKINA BRANKICA
SKENDEROVIĆ JOSIP	ŽUPEC DARJA
SEVER IGOR	POVRŽENIĆ BOŽICA
SPAJIĆ IVAN	PIŠPEK DANIJELA
SUNAR BHIM BAHADUR	ĐUKIĆ FINKA
ŠIFTAR BOŽICA	VIŠNJA CINK
ŠIMUNDIĆ-MRGAN ANTE	MIRJANA MALUS
ŠIMUNKOVIĆ FRANJO	EMILIJA ČEVAK
ŠIRANOVIĆ SLAĐANA	BRANKA ŽGALIN
ŠKARICA BOŽICA	ANKA KRZNARIĆ
ŠTRKALJ DRAGO	LUCA ČAVLOVIĆ
TAMANG SANJAYA	IKA JOZIĆ
IVAN MELNIK	AČKAR ANĐA
VIKTORIIA MELNIK	TARANENKO SVITLANA
HANNA SVITNA	JAROSLAV SOLOMON
IVANNA DANILOVA	JOELEO F. REYES
ANDROSHCHUK SVITLANA	KANDEL TUKNATH
TETIANA BUIAKLU	SUBEDI NETRA BAHADUR
LIUDMYLA ARABADZHY	GOLE RAJ KUMAR
DOLYSHNIAK NATALIIA	KHATRI BIKASH
TETIANA CHERNYKOVA	BASNET SHYAM KUMAR
PASTERNAK LILIIA	PHUYAL NIRAJAN
JENOVE CELEDONIA	K C ISHWOR
JENOVE CHRISTOPHER	MONTECINO RICHEL ABILA
DRŽANIĆ MARINA	MENDOZA MARICEL
GAVRAN KAJA	PAMITTAN JUNALLYN MENDOZA
ILIJANIĆ DAMIR	RAJAN PRASAD KANDEL
KOS ŠTEFICA	GAUTAM SURYA
ŠINKOVIĆ ŠTEFICA	KOLONTAI NATASHA
PELIN ANA	