

Waste Reduction Policy

This policy establishes our commitment to reducing waste generated from our operations through efficient use of materials, responsible purchasing, reuse, recycling, and continuous improvement. Reducing waste conserves natural resources, lowers environmental impacts, reduces operating costs, and supports our sustainability objectives.

1. Scope

This policy applies to all employees, contractors, visitors, and business activities undertaken by the company, including manufacturing, maintenance, warehousing, offices, logistics, and project operations.

2. Policy Statement

The company is committed to:

- Preventing waste wherever reasonably practicable.
- Applying the waste hierarchy by prioritising:
 1. Prevention
 2. Reduction
 3. Reuse
 4. Recycling
 5. Recovery
 6. Disposal as the last resort
- Complying with all applicable environmental and waste management legislation.
- Continuously improving waste performance through monitoring and employee engagement.
- Supporting a circular economy by maximising the value recovered from materials.

3. Objectives

The company aims to:

- Reduce total waste generated year-on-year.
- Increase recycling and material recovery rates.
- Minimise waste sent to landfill.
- Improve material utilisation during manufacturing.
- Reduce packaging waste through improved purchasing and supplier engagement.
- Promote reuse of materials wherever practical.
- Improve employee awareness of waste reduction practices.

4. Responsibilities

Senior Management

Senior Management will:

- Provide resources to implement this policy.
- Establish measurable waste reduction objectives.
- Review waste performance annually.
- Promote continual improvement.

Managers and Supervisors

Managers are responsible for:

- Implementing waste reduction initiatives within their departments.
- Ensuring correct segregation of waste.
- Monitoring waste generation.
- Training employees in waste management procedures.

Employees

All employees are expected to:

- Minimise waste in daily activities.
- Use materials efficiently.
- Segregate waste into designated containers.
- Report opportunities for waste reduction.
- Follow company waste handling procedures.

5. Waste Reduction Measures

The company will seek to reduce waste by:

Procurement

- Purchasing only required quantities.
- Selecting recyclable or reusable packaging.
- Purchasing durable and repairable equipment.
- Working with customers and suppliers to minimise packaging.

Manufacturing

- Optimising cutting patterns to minimise scrap.
- Reducing process defects and rework.
- Improving production planning to minimise excess inventory.
- Reusing offcuts where practical.
- Maintaining equipment to reduce material losses.

Offices

- Promoting electronic documentation.
- Reducing paper printing.
- Purchasing recycled office products.
- Reusing office supplies where appropriate.

Warehousing and Logistics

- Reusing pallets, cable reel protection materials and packaging.
- Optimising transport loads
- Use HVO biofuel for SEA transportation
- Returning reusable packaging to suppliers and customers where available.

6. Recycling

Where waste cannot be prevented, materials will be segregated for recycling, including:

- Steel
- Wood
- Plastics
- Cardboard
- Paper
- Aluminium
- Electrical equipment
- Batteries
- Waste oils
- Packaging materials

Recycling facilities shall be clearly identified and maintained.

7. Hazardous Waste

Hazardous wastes shall be:

- Clearly identified.
- Stored safely.
- Segregated from general waste.
- Managed by authorised waste contractors.
- Disposed of in accordance with applicable legislation.

8. Monitoring and Performance

The company will monitor:

- Total waste generated.
- Waste by type.
- Recycling rate.
- Landfill disposal.
- Hazardous waste volumes.
- Material utilisation.
- Waste disposal costs.

Performance indicators will be reviewed periodically to identify opportunities for improvement. Values will be published online annually in our Sustainability report.

9. Training and Awareness

Employees will receive appropriate training from the Quality department covering:

- Waste segregation.
- Recycling procedures.
- Material efficiency.
- Pollution prevention.
- Individual responsibilities under this policy.

Awareness campaigns and toolbox talks will be used to reinforce good practices.

10. Continuous Improvement

The company will continually improve waste performance by:

- Setting annual waste reduction targets.
- Reviewing waste data.
- Identifying process improvements.
- Encouraging employee suggestions.
- Working collaboratively with suppliers and customers to reduce waste across the value chain.

11. Review

This policy shall be reviewed annually or following significant changes in legislation, business operations, or environmental objectives.



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