

SP SIA «JUMIS» ESG Strategy

BIOLOGISKIE
ATKRITUMI

Notiek atkritumu šķirošanas
viedpunkta testēšana.

Atkritumu konteneri būs pieejami lietošanai
visā kvartālā iedzīvotājiem.

Mājas apsaimniekotāji šīs informācija par kārtību
kā nodot šķirotus ID kartes datus.

Seko šīs jaunumiem
www.jumis.lv un www.sipulda.lv

SADZĪVES
ATKRITUMI



01 Vision

SP SIA JUMIS Strategic priorities

SP SIA JUMIS Sustainability strategy

Eco Baltia United Nation Sustainability
Development goals

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INTRODUCTION

STRATEGIC PRIORITIES

Sigulda City LLC “JUMIS” being part of Eco Baltia group perceives its sustainability strategy as the combination of the environmental, social and governance factors of business. We understand that challenges connected with the climate change, pollution control, and responsible resource management are urgent and deserve full attention.

Above all we have determined the protection of environment through responsible business operations in order to reach our 2030 targets towards positive impact on Climate change. In the social area, we have determined the health and safety and an empowerment of our people and value creation to our stakeholders as our priority.

We have also prioritized the development of our company as a community and business player that drives economic prosperity ethically and innovatively.



ECO BALTIA - ENVIRONMENTAL IMPACT

Responsible business operations

Our business operations are focused on being environmentally friendly and fully contributing to the Circular Economy, minimizing resource consumption and reducing emissions to maximize our impact on positive climate change.



SHORT TERM

2023-2024

- Set targets based on Intranational Sustainability reporting standards
- Start calculating and set the Scope 3 GHG emissions target
- No major cases of environmental non-compliance

MEDIUM TERM

2025

- 5% increase in fuel consumption efficiency.
- Expansion of existing sorted waste collection system by 2.5 times compared to 2023.
- Avoid 6,25 times more CO2 emissions through the services provided than we generate in our operation.

LONG TERM

2030-2050

- Reduction of CO2 emissions by 50% per unit produced compared to 2021
- Towards A Circular Economy
- Towards positive impact on Climate change by :
 - continuously reducing our carbon footprint
 - improving operational eco-efficiency
 - Procuring and producing renewable and low carbon intensive energy
 - optimizing natural resource consumption

ECO BALTIA - SOCIAL IMPACT

SHORT TERM

2023-2024

Human centered culture

Our respect to human rights and care for thriving environment where people can realize their potential through creating value for our customers and stakeholders, demonstrates our commitment to achieving long-term success.



- About 100% leadership positions involved in Business Strategy planning by 2024
- 100% of employees involved in various leadership development programs
- Annual participation in at least 6 community festivals with aim to increase society's awareness on Circular economy.

MEDIUM TERM

2025

- Rate of accidents per 100 employees <1 accident
- 100% office workplaces shall be equipped in accordance with ergonomic requirements
- 50% of production positions shall be equipped with automatic/robotic solutions
- Provide public information and education, promoting an increase in waste sorting from 79% to 82% by 2025

LONG TERM

2030-2050

- Attain the goal of “Zero-Accidents” at workplace
- Protecting our people and planet, enabling further prosperity
- Having a positive impact on society by delivering social, economic and environmental value

ECO BALTIA GOVERNANCE IMPACT

Fairness and equality in every step of the business

Our business is based on our integrity and ethical principles to ensure the highest standards of integrity and fairness throughout the company and our value chain and moving forward in meeting societal needs for sustainable growth and leadership.



SHORT TERM

2023-2024

- Zero-incidents" with legal incompliance and financial penalties
- Customer Satisfaction score - >8.1 in 10 point scale
- No major material non-compliance in Internal and External audits
- 100% Equal pay for all genders according to competence and performance

MEDIUM TERM

2025

- Customer Satisfaction score - >8.5 in 10 point scale
- Participation in National Sustainability index with aim to annually improve company's performance
- Maintain Equal pay for all genders according to competence and performance
- >90% of employees remuneration is set according to median level of the market

LONG TERM

2030-2050

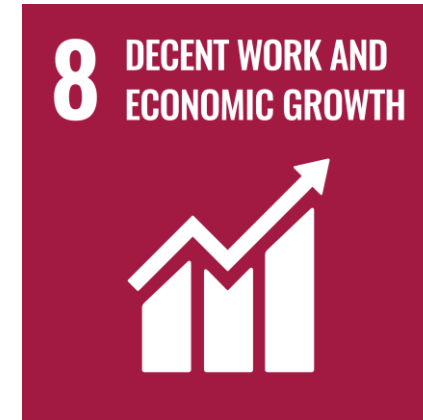
- Towards A Circular Economy by :
- developing partnerships with external associations and organizations in worldwide markets
- becoming a circular economy thought leader
- innovating sustainable products serving customers' needs
- diverting plastic waste from the environment

ECO BALTIA




Commitment to United Nations Sustainable Development Goals

In 2021 Eco Baltia launched its first ever Sustainability strategy aligned with United Nations Sustainable Development goal.




Eco Baltia currently has identified 9 out of 17 sustainable development goals as possible areas, in which it can contribute to the global efforts to achieve better and more sustainable future.






Commitment to United Nation Sustainable Development Goals

SDG	Goals	Classification	UN Goal - description	Relevant actions carried out by Eco Baltia Group
4 QUALITY EDUCATION 	SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.4	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	Constant increase in employee development training programs and provision of Human centered environment with constant ability to increase knowledge.
		4.7	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.	Frequent educational campaigns for society in order to increase awareness of Circular Economy.
5 GENDER EQUALITY 	SDG 5: Achieve gender equality and empower all women and girls	5.1	End all forms of discrimination against all women and girls everywhere.	The basic principles of equal treatment are considered at all times.
		5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	No discrimination of women in managerial positions in Eco Baltia Group's companies.
		5.b	Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.	No discrimination of women in recruitment process despite the position.
6 CLEAN WATER AND SANITATION 	SDG 6: Ensure availability and sustainable management of water and sanitation for all	6.1	By 2030, achieve universal and equitable access to safe and affordable drinking water for all.	Employees provided with clean drinking water.
		6.3	By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.	All business activities are organized in compliance with all water management regulations.
		6.4	By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.	Reduction of water consumption (per ton of produced material) and increase in re-used amount of water for production needs.

Commitment to United Nation Sustainable Development Goals

SDG	Goals	Classification	UN Goal - description	Relevant actions carried out by Eco Baltia Group
7 AFFORDABLE AND CLEAN ENERGY 	SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all	7.2	By 2030, increase substantially the share of renewable energy in the global energy mix.	Share of use of renewable energy is being increased gradually (CNG, green electricity).
		7.3	By 2030, double the global rate of improvement in energy efficiency.	Measures to ensure energy efficiency - improvement of the energy efficiency on unit of production.
8 DECENT WORK AND ECONOMIC GROWTH 	SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.5	Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	Employees receive equal remuneration for the performance of equal work despite their ages or gender, age or race.
		8.8	Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	<ul style="list-style-type: none"> • Security, Health & Safety rules with regular trainings, informing in place • Code of Conduct in place • Yearly investment and improvement in work environment and safety.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	9.1	Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.	Development and expansion of various sorted waste collection infrastructure.
		9.4	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.	<ul style="list-style-type: none"> • Innovation leading to higher use of recycled materials; • Innovation leading to reduction of energy performance per ton of production (kWh/t; m3/t).

Commitment to United Nation Sustainable Development Goals

SDG	Goals	Classification	UN Goal – description	Relevant actions carried out by Eco Baltia Group
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	SDG 12: Ensure sustainable consumption and production patterns	12.2	By 2030, achieve the sustainable management and efficient use of natural resources	<ul style="list-style-type: none"> • Use of recycled materials as input raw materials; • Gradual increase in share of renewable fuel vehicles in EB vehicle fleet; • Gradual increase in share of renewable energy use; • Implementation of Closed loop business principle.
		12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse	Consistent increase in efficiency in waste management and recycling business operations
		12.6	Encourage companies, especially large and trans-national companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	Regular Stakeholder survey conduction and publishing Sustainable activities and initiatives
		12.7	Promote public procurement practices that are sustainable, in accordance with national policies and priorities	Include Sustainable procurement criteria in procurements organized by EB.
13 CLIMATE ACTION 	SDG 13: Take urgent action to combat climate change and its impacts	13.3	Improve education, awareness raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning	<ul style="list-style-type: none"> • Implementation of CO2 emission monitoring and reduction plan; • Events for company's stakeholders focused on the improvement of the awareness of Circular Economy and Sustainability
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	16.1	Significantly reduce all forms of violence and related death rates everywhere	Zero tolerance towards ethical violence



01 Vision

02 Environmental impact

Reduction of Greenhouse gas (GHG) emissions
and Carbon footprint

Innovation

Natural resource consumption and efficiency

Energy intensity and consumption

03 Social impact

04 Governance impact

05 Reporting templates

ENVIRONMENTAL IMPACT GOALS

Key Sustainability area	Purpose	Areas involved	Metrics	Strategic goal (by 2023, 2025, 2030)
Reduction of Greenhouse gas (GHG) emissions and Carbon footprint	<ul style="list-style-type: none"> Reduce the carbon footprint from our business operations. Invest in modern technologies and solutions to achieve energy consumption efficiency and emission saving. 	Energy	Calculation of GHG emissions Scope 1, Scope 2 & Scope 3	<p>Goal 2023: Start calculating GHG Scope 1, Scope 2 and Scope 3 emissions.</p> <p>Goal 2030: 50% reduction of caused CO2 emissions per m³ collected.</p>
			Ratio of CO2 avoided compared to CO2 caused	<p>Goal 2025: Avoid 6,25 times more CO2 emissions through the services provided than generated through operation.</p>
			GHG emission validation	<p>Annual goal starting from 2023: Carry out yearly recertification based of ISO 14064:2018-1 requirements.</p>
			Share of sustainable vehicle in the corporate fleet	<p>Starting from 2023 all administrative vehicles that have to be replaced shall be replaced to vehicles operated on sustainable fuels.</p>
			Share of sustainable vehicle in the waste management fleet	<p>Starting from 2024, all waste collection vehicles that have to be replaced shall be replaced with vehicles operated on sustainable fuels, with the condition that a fueling station is within 10 km from the company's operational unit, and all vehicles will be EURO 5 or higher.</p>
Innovation	Focus on innovation with aim to reduce the impacts on the environment in the area of energy saving, production efficiency and development of new products.	Development of technological improvements	Share of company's net profit annually allocated for investment in production plants and technological improvements	<p>Goal 2025: Annual investment in production plants and technological improvements in amount of 3-5% of company's net profit.</p>
			Expansion of sorted waste management system	<p>Goal 2028: Expansion of existing SP SIA JUMIS underground, textile and electronic waste collection system by 2.5 times.</p>

ENVIRONMENTAL IMPACT GOALS

Key Sustainability area	Purpose	Areas involved	Metrics	Strategic goal (by 2023, 2025 or 2030)
Natural resource consumption and efficiency	<ul style="list-style-type: none"> Maximize the resource efficiency and minimize the waste volume. Minimizing non-renewable resource consumption by increasing renewable resource consumption. 	Reduce the impact on the environment through suppliers who offer services within the circulation solution.	Share of sorted materials in total waste collected.	<p>Goal 2028: 10% increase sorted municipal waste volumes compared to 2022.</p> <p>Goal 2028: 10% decrease in municipal waste passed to landfill compared to 2022.</p>
			Electricity consumption coverage from renewable (green) energy plant	<p>Goal 2030: 100% electricity consumed from renewable energy plant.</p>
Energy intensity and consumption	<ul style="list-style-type: none"> Manage energy (fuel, electricity) sources so that their intensity is reduced, and mitigate the pollution risk. Ensure the quality of products intended for the food & hygiene packaging production. 	<ul style="list-style-type: none"> Reduction of, fuel and electricity consumption. Mitigation of the pollution risk. 	Fuel consumption efficiency (litters per m3 of waste collected)	<p>Goal 2024: Evaluate the possibility to install own sustainable energy production plant.</p> <p>Goal 2030: Installation of sustainable energy production plant.</p> <p>Goal 2025: Maintain fuel consumption efficiency below 0,85 l/m3.</p>
			Reduction of fuel consumption	<p>Goal 2025: 5% decrease in fuel consumption.</p>





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Health and safety

Training and development

Education on the circular economy

04 Governance impact

05 Reporting templates

SOCIAL IMPACT GOALS

Key Sustainability area	Purpose	Areas involved	Metrics	Strategic goal (by 2023, 2025 or 2030)
Health & Safety	<ul style="list-style-type: none"> Protect and improve Health & Safety of employees, and reduce the negative impact on the society. Focus on providing decent work environment for our employees with aim to increase the sense of belonging to Eco Baltia Group. 	<ul style="list-style-type: none"> Create united Educational program to tackle the most common Health & Safety issues; Frequent risk mitigation activities. Employees' well-being. 	Number of work related accidents (incl. Minor and major accidents that lead to inability to work)	<p>Yearly goal starting from 2023: Attain the goal of “Zero-Accidents” at workplace.</p>
			Rate of accidents in company expressed per 100 FTE employees	<p>Goal 2025: Decrease the rate of accidents per 100 employees to 1 accident or less.</p>
			Share of missed working days due to work related injuries	<p>Goal 2024: Start calculating the share of missed working days due to work related injuries.</p>
			Occupational Health & Safety management System validation	<p>Goal 2024: Evaluate the necessity and reasonability behind SP SIA JUMIS certification based on ISO 45001 requirements.</p>
			Share of FTE employees participation in Health & Safety related educational programs	<p>Goal 2025: >95% FTE employees participation rate in all Health and Safety related educational programs. (including annual fire safety, occupational safety, LEAN trainings) >75% or more participation in campaigns.</p>
			Share of workplaces that correspond to the common ergonomic standards	<p>Goal 2025: 100% of office workplaces shall be equipped in accordance with ergonomic requirements.</p> <p>Goal 2025: 60% of workplaces shall be equipped in accordance with ergonomic requirements.</p>
			Share of Eco Baltia operational facilities that correspond to the common standard	<p>Goal 2030: Reconstruct all common area facilities to meet Eco Baltia common standard, in amount of up to 2% of company’s net profit.</p>
			Share of company’s net profit allocated for improvements in working environment and safety.	<p>Goal 2025: Allocate up to 1.5-3% of company’s net profit for improvements in working environment and safety.</p>
			Share of automated production processes (where it is possible and needed)	<p>Goal 2025: 50% of production positions shall be equipped with automatic/robotic solutions [Eco Map; Eco Hub; MS Dynamic 365].</p>

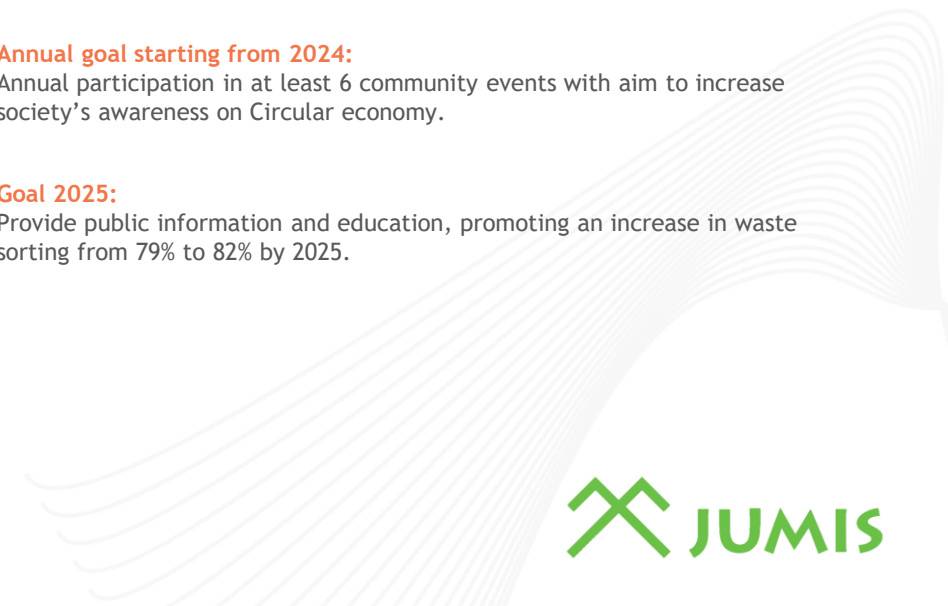


SOCIAL IMPACT GOALS

Key Sustainability area	Purpose	Areas involved	Metrics	Strategic goal (by 2023, 2025 or 2030)
Health & Safety (cont.)	<ul style="list-style-type: none"> Focus on providing decent work environment for our employees with aim to increase the sense of belonging to Eco Baltia Group. 	<ul style="list-style-type: none"> Employees' well-being. 	NPS score in employee satisfaction survey	<p>Yearly goal: Conducting annual employee satisfaction survey - reaching score of 8.7 points or higher in 10 point scale.</p> <p>Goal 2024: Implement and conduct work-life balance survey as part of annual employee satisfaction survey for office employees and set the base level.</p> <p>Goal 2025: Maintain the turnover rate for administrative employees at 10% or lower and for production employees at 40% or lower through employee loyalty and professional development by providing training according to the employee's position and career development.</p>
			Share of Eco Baltia FTE employee turnover.	<p>Yearly goal: 100% employees after successful probation period provided with health insurance coverage is the same as in previous year or better.</p>
			Share of employees covered with health insurance.	<p>Yearly goal: Organize annually at least one internal team-building event individually by departments.</p>
			Number of SP SIA JUMIS internal team-building events	<p>Goal 2025: 100% JUMIS production employees provided with one meal per day paid by company and with drinking water and hot beverages free of charges.</p>
			Share of production employees provided with one warm meal per day paid by company	<p>Annual goal: >90% employee participation rate in Eco Baltia Talent Academy or other employee development and training programs.</p> <p>Goal 2025: >90% employee participation rate in training according to employee position's development requirements.</p>
Training and Development	<ul style="list-style-type: none"> Focus on creating thriving environment where people can realize their potential through creating value for our stakeholders. 	<ul style="list-style-type: none"> Employee development through participation in Eco Baltia Talent Academy Provide training according programs to employee's position and career development 	Employees participation rate in Eco Baltia Talent Academy	
			Share of employees completed training according to their position development requirements	

SOCIAL IMPACT GOALS

Key Sustainability area	Purpose	Areas involved	Metrics	Strategic goal (by 2023, 2025 or 2030)
Training and Development (cont.)	<ul style="list-style-type: none"> Focus on creating thriving environment where people can realize their potential through creating value for our stakeholders. 	<ul style="list-style-type: none"> Provide training according programs to employee's position and career development 	<p>Share of company's HR budget allocated to employees training and development.</p> <p>Employees participation rate in Eco Baltia lectures provided to employees</p>	<p>Goal 2025: 5% of company's HR budget allocated for employees training and development.</p> <p>Yearly goal: >75% employee participation rate in Eco Baltia lectures according to topics in line with employees needs.</p>
Education for the circular economy	<ul style="list-style-type: none"> Focus on increasing society's awareness of Circular Economy; Promotion and reinforcement of sustainable habits in society to improve the environment, including waste sorting 	Society's education and well-being	<p>Share of company's net profit allocated for social impact programs.</p> <p>Number of city festivals company has participated with aim to increase society's awareness on Circular economy</p> <p>Share of citizens practicing waste sorting in Latvia</p>	<p>Goal 2025: Allocate up to 1% of company's net profit for sponsorships, donations and targeted social impact programs therefore positively impacting and introducing Circular Economy.</p> <p>Annual goal starting from 2024: Annual participation in at least 6 community events with aim to increase society's awareness on Circular economy.</p> <p>Goal 2025: Provide public information and education, promoting an increase in waste sorting from 79% to 82% by 2025.</p>





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Compliance with environmental regulations

Compliance with ethical standards

Equality in terms of remuneration

Stakeholder engagement

Corporate Social Responsibility

Third party Sustainability recognition

05 Reporting templates

GOVERNANCE IMPACT GOALS

Key Sustainability area	Purpose	Areas involved	Metrics	Strategic goal (by 2023, 2025 or 2030)
Compliance with environmental regulations	<ul style="list-style-type: none"> Ensure compliance with local and international legislation, regulations and other requirements for the protection of the environment. Keep track of draft legislation to be enacted. 	<ul style="list-style-type: none"> Compliance with Latvian and EU environmental legislation and regulations Knowledge of legislative updates for upcoming 1-2 years. 	<p>Compliance with 100% of legislative requirements and requirements of international standards.</p> <p>0 incidents in legislation subject to financial penalty</p>	<p>Yearly goal: 100% compliance with principles in the area of the environment.</p> <p>Yearly goal starting from 2023: Attain the goal of “Zero-incidents” with legal incompliance and financial penalties.</p> <p>Yearly goal starting from 2024: Organize quarterly legislative update brunch.</p>
Compliance with ethical standards	<p>Ensure that Company cooperate only with partners in line with:</p> <ul style="list-style-type: none"> counterparty verification procedure; Financial standards; Ethical standards; ISO quality system standards 	<ul style="list-style-type: none"> Compliance with Latvian and EU ethical standards 	<p>Compliance with 100% of ethical and human rights requirements of international standards.</p> <p>Share of cooperation compliance with Eco Baltia counterparty verification procedure</p> <p>Share of cooperation parties with valid environmental permits</p>	<p>Yearly goal: 100% compliance with principles in the area of the human rights and ethics. Zero tolerance towards ethical violence.</p> <p>Yearly goal: 100% compliance with Eco Baltia counterparty verification procedure.</p> <p>Yearly goal: 100% of SP SIA JUMIS partners have valid SES (state Environmental Services) and other in waste collection field required environmental permits.</p>
Equality in terms of remuneration	<ul style="list-style-type: none"> Ensure equality in terms of remuneration for all employees. Ensure that remuneration in Eco Baltia group’s companies shall be in accordance of the market 	<ul style="list-style-type: none"> Equality; Non-discrimination 	<p>Share of employees receiving remuneration according to median of the market.</p> <p>Gender pay gap ratio</p>	<p>Goal 2025: >90% of employees remuneration is set according to median level of the market.</p> <p>Goal 2025: 100% Equal pay for all genders according to competence and performance.</p>

GOVERNANCE IMPACT GOALS

Key Sustainability area	Purpose	Areas involved	Metrics	Strategic goal (by 2023, 2025 or 2030)
Stakeholder engagement	Ensure that company's goals and values are in line with major Eco Baltia stakeholders	Stakeholder engagement	Share of stakeholder participation in annual stakeholder survey	Goal 2025: >50% reach in annual stakeholder survey.
Corporate Social Responsibility	Society's education and well-being	Ensure high quality of service and customer satisfaction.	Number of major material incompliances in External and Internal audits assessments	Yearly goal: External and Internal Audit assessment - reaching no major material non-compliance.
			NPS score in Customer Satisfaction survey	Yearly goal: Reach 8.5 points or higher in 10 point scale in Annual Customer Satisfaction Survey.
Third party Sustainability recognition	Acknowledgement of company's contribution to sustainability	Ensure third party acknowledgement of company's contribution to sustainability	Participation in National Sustainability Index	Annual goal starting from 2025: Participation in National Sustainability index with aim to annually improve company's performance.





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