

Green policy / Sustainability Report



kartECO - Environmental & Energy Engineering Consultancy

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1 Executive Summary

Company Profile:

KartECO is an environmental and energy engineering consultancy, dedicated to providing high quality services on national and international level as well as sustainable solutions to complex environmental challenges. We offer a comprehensive range of services to clients across various industries.

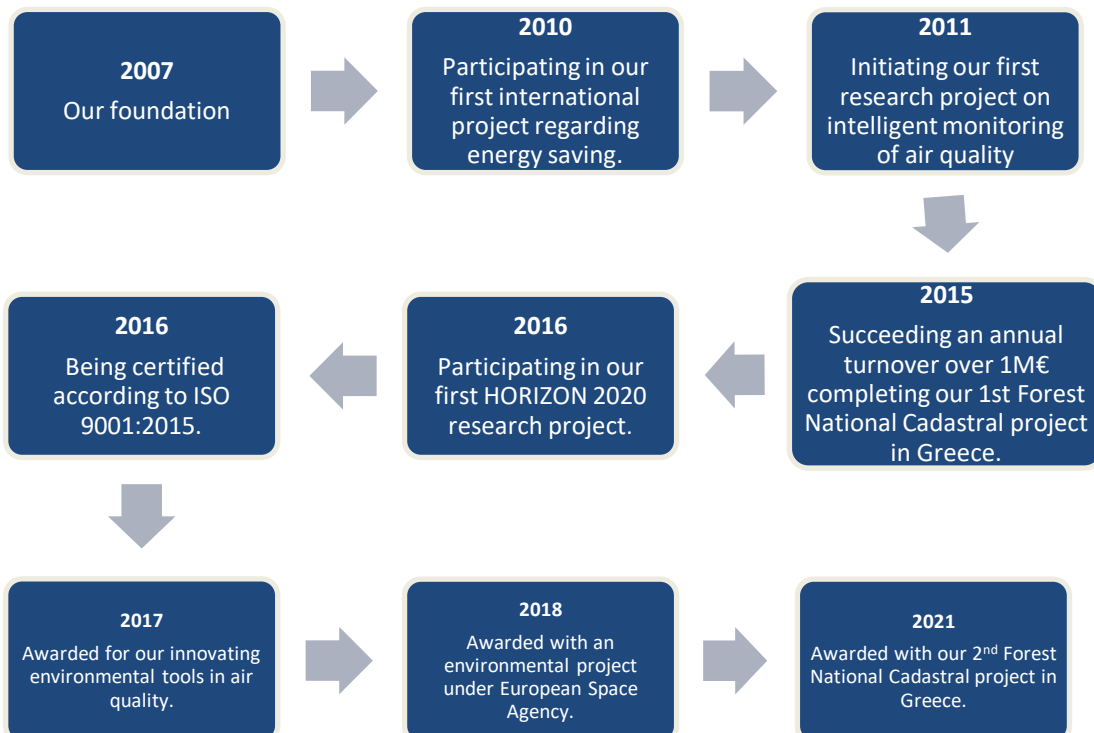
Our aim:

The company is a multi-expertise engineering consulting firm, constantly engaged in a wide range of activities related to:

- environmental protection and management,
- forest and land cadastral surveys,
- energy saving in building and industrial sector,
- renewable energy sources implementation,
- GIS and Remote Sensing utilization,
- IT tool design and development for environmental applications and
- international research programs and development projects.

Main target of our company is to infuse the above topics with long-term sustainable development and well-being. To this aim, our team provides advanced engineering consulting services both to private and public sector, by continuously seeking efficient key solutions, designing innovative tools, and implementing state of the art environmental practices.

Our history



Corporate sustainability:

Corporate sustainability refers to a business approach that creates long-term stakeholder value by implementing strategies that embrace opportunities and manage risks derived from economic, environmental, and social developments. The concept encompasses three main pillars, often referred to as the triple bottom line: people, planet, and profit. This means that companies focus not only on generating financial returns but also on ensuring positive social and environmental impacts.

Key Elements of Corporate Sustainability:

1. Economic Sustainability:

- Ensures that the company is profitable and financially sound over the long term.
- Involves ethical business practices, transparency, and governance structures.
- Promotes innovation and long-term investment strategies.

2. Environmental Sustainability:

- Focuses on minimizing the ecological footprint of the company's operations.
- Includes efforts to reduce carbon emissions, manage waste, conserve water, and utilize renewable resources.
- Involves implementing sustainable supply chain practices and developing environmentally friendly products.

3. Social Sustainability:


- Prioritizes the well-being of employees, customers, and communities.
- Ensures fair labor practices, diversity and inclusion, and community engagement.
- Involves initiatives that support education, health, and overall quality of life for various stakeholders.



Quality Policy

The Company implements a quality management system certification, according to EN ISO 9001:2015 standard for Environmental and Energy Engineering Consultancy. This way, kartECO safeguards the quality of the provided services throughout the duration of the project, by monitoring and assessing the quality of all products, services, procedures and deliverables.

In addition, the Company is certified according to EN ISO 14001:2015 standard for Environmental Management System. By following this standard, kartECO demonstrates its commitment to actively reducing the company's environmental impact - such as minimizing waste, conserving resources, and lowering pollutant emissions - while also ensuring compliance with applicable legal requirements and monitoring its environmental performance to achieve set objectives.



CERTIFICATE Q-CERT

QMSCERT, an accredited provider of third-party system certification attests that:


**Karteris A. – Karteris M. O.E.
kartECO**

PHILIPPOS BUSINESS CENTER, AGIAS ANASTASIAS & LAERTOU, PYLAIA,
GR-57001, P.O. BOX 60824, THESSALONIKI, GREECE



with a scope of:

Provision of services and activities at national and international level in the sectors of Natural (Terrestrial and Marine) environment - Environmental Licensing - Energy Saving in Buildings and RES - GIS - Mapping and Remote Sensing - Environmental Databases and Geoinformatics - R&D projects and particularly on subjects such as Environmental and Social Impact Assessments and Stakeholder Engagement Plans, Biodiversity Studies and Ecological Assessments, Environmental Monitoring, Energy Studies and Energy Audits, Forest and Cadastral Studies, Due Diligence Reports for large-scale Investments, Photointerpretation Studies, Design and Development of Environmental IT Tools and Databases

has established a
QUALITY MANAGEMENT SYSTEM
that is in conformance with the requirements of the International Standard
EN ISO 9001:2015


July 14, 2025 Certification Period Ending	July 15, 2016 Initial Certification Date
July 15, 2022 Certification Date	 For the QMSCERT Board

IAF/EA Subsector: 33, 34.1, 35.1
This certification is subject to Annual Surveillance Audits. The certification is valid (for three years) only if it is followed by the annual surveillance audits approval.
For information concerning the validity of the certificate, you can visit the site www.qmscert.com

Certificate No: 150716-3
MS Certification Cert. No. 110

QMSCERT Ltd 26th OCTOBER Str:90 – GR 546 27 – THESSALONIKI - HELLAS



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ENVIRONMENTAL MANAGEMENT SYSTEM
that is in conformance with the requirements of the International Standard
EN ISO 14001:2015

December 02, 2027 Certification Period Ending	December 03, 2024 Initial Certification Date
December 03, 2024 Certification Date	 For the QMSCERT Board

NACE Code(s): 62, 70.22, 71.12
This certification is subject to Annual Surveillance Audits. The certification is valid (for three years) only if it is followed by the annual surveillance audits approval.
For information concerning the validity of the certificate, you can visit the site www.qmscert.com

Certificate No: 031224-1
MS Certification Cert. No. 110

2 Climate Solutions

The global community faces the urgent challenges posed by climate change. It is our primary priority to mitigate the impacts of climate change and build a sustainable future for generations to come.

Climate change presents a threat, affecting ecosystems, economies, and communities worldwide. In order to overcome the challenges, we are required to resort to innovative and comprehensive climate solutions, across all sectors of society.

As a leading environmental and energy engineering consultancy, our commitment to addressing climate change is at the forefront of our operations. Climate solutions are not just a segment of our business, they are the essence of our mission. Our vision is a world where innovative engineering leads the charge in combating climate change.

We occupy with many renewable energy projects. We have supervised numerous installations of small-scale grid-connected residential photovoltaic systems in Northern Greece under net metering or feed-in tariff funding schemes. Our projects have already reduced carbon emissions. We also take part in wind energy projects to achieve further energy saving, and we have implemented BAUDER's products to over 30,000m² of green roofs in Greece and Cyprus.

We are proud to be the official distributor of BAUDER's green roof systems in Greece. Our green roof department provides:

- Wholesale of the greenroof systems
- Plant substrate production
- Design implementation studies, project and site management and expertise technical support.

For every project we conduct thorough environmental impact assessments to ensure they meet the highest standards of sustainability and environmental stewardship.

Our dedication to developing and implementing effective climate solutions is unwavering. By leveraging our expertise, fostering innovation, and collaborating with key stakeholders, we are making significant strides toward a sustainable and resilient future. As we continue to advance our climate solutions, we remain committed to our mission of engineering a better world for future generations.

3 Waste and Recycling

At kartECO, our commitment to sustainability extends to every facet of our operations, including the responsible management of waste and recycling. In particular, we focus on the proper disposal and recycling of batteries and lamps, which are essential to reducing environmental impact and promoting circular economy. These items, while small in size, contain hazardous materials that require specialized handling and recycling processes to prevent environmental contamination and recover valuable resources.

Batteries are essential in modern life, powering everything from household gadgets into industrial machinery. However, they pose significant environmental hazards if not disposed of correctly. That's why we have battery recycling bins outside our office, and we also encourage our staff to bring batteries in from home as well.

Lamps, especially those containing mercury, present unique challenges in waste management. We ensure all used lamps are properly collected and recycled. Our office is equipped with recycling bins for lamps. These lamps are then transported to certified recycling facilities where valuable materials are recovered, and hazardous substances are safely processed. This initiative not only minimizes our environmental footprint but also sets an example.



4 Products and Services

At kartECO, we are committed to providing innovative and sustainable solutions that address the environmental and energy challenges faced by businesses and communities today. Our comprehensive range of products and services is designed to promote sustainability, enhance efficiency, and reduce environmental impact.

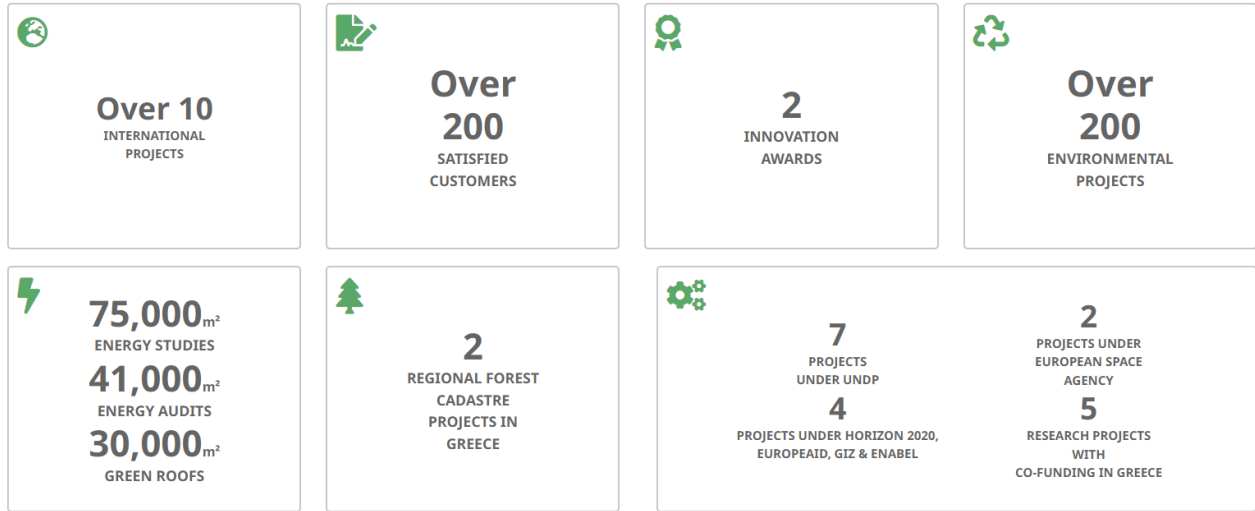
One of our main focuses is providing environmental consulting services. Our Environmental Impact Assessments (EIAs) provide thorough analyses of the potential environmental impacts of proposed projects. We identify, predict, and evaluate the environmental effects, ensuring compliance with legal requirements and helping clients make informed decisions that minimize ecological footprints.

Besides environmental consulting services we also engage in energy consulting services. Our energy audits identify opportunities for reducing energy consumption and costs. We analyze energy use patterns and develop tailored energy management plans that enhance efficiency and sustainability for industrial, commercial, and residential clients. Additionally, we provide comprehensive retrofit services that upgrade existing buildings and facilities with the latest energy-efficient technologies. Our retrofits not only improve energy performance but also reduce operational costs and carbon emissions.

We assist organizations in developing sustainability strategies that integrate environmental, social, and governance considerations. Our approach aligns business objectives with sustainable practices, driving long-term value and resilience. Our services include detailed carbon footprint assessments and the development of actionable reduction plans. We help clients set and achieve ambitious carbon reduction targets, contributing to global climate action efforts.

kartECO is dedicated to fostering a sustainable future through diverse range of services and products. By partnering with us, clients can expect innovative solutions, expert guidance, and a commitment to sustainability that drives environmental and economic benefits. Together, we can create a greener, more sustainable world.

What have we achieved since 2007



We have successfully conducted energy studies of over 75,000m² of public & private buildings, etc. (e.g. General Hospitals and Municipal buildings in Greece).

Numerous Certificates of Energy Performance of Buildings were issued since 2012 regarding energy audits of 41,000m² of private dwellings, commercial and office facilities, school buildings, municipal buildings, etc.

Currently we are running energy audits of large private companies in Greece and Bulgaria according to the Directive 2012/27/EU.

We have supervised numerous installations of small-scale grid-connected residential photovoltaic systems in Northern Greece under net metering or feed-in tariff funding schemes.

5 Water Stewardship

Water is a critical resource, fundamental to all aspects of life and essential for sustainable development. Our mission is to ensure the responsible management and conservation of water resources, supporting ecosystems, communities, and businesses in achieving their water-related goals.

Our water stewardship strategy is built on a foundation of innovative engineering, robust scientific analysis, and community engagement. We employ a multi-faceted approach to manage water resources efficiently and sustainably. One of our approaches is conducting water audits to evaluate water use, identify inefficiencies, and propose actionable improvements. In addition, we engage in projects aimed at restoring and preserving aquatic ecosystems, promoting biodiversity, and enhancing natural water cycles.

In 2021, we were one of the partners for MedEOS. MedEOS is part of the ESA Mediterranean Sea Regional Initiative, and it aims to develop and produce high-resolution, gap-free maps of experimental Earth observation water quality and products.



**Consume
Less Water**



6 Human Rights

At our company, we firmly believe that respect for human rights is fundamental to sustainable development and the creation of resilient, inclusive societies. As an environmental and energy engineering consultancy, we recognize our responsibility to uphold and promote human rights within our operations, across our value chain, and in the communities where we work. Our commitment aligns with international standards.

We are dedicated to ensuring fair labor practices and maintaining a workplace where all employees are treated with dignity and respect. Our policies strictly prohibit any form of discrimination. We strive to provide equal opportunities for all, regardless of gender, race, ethnicity, religion, or sexual orientation.

The safety and well-being of our employees are paramount. We enforce rigorous health and safety standards across all our operations. Regular training programs, safety audits, and risk assessments are conducted to ensure that our employees work in secure environments.

We are deeply aware of the impact our projects can have on local communities. We prioritize to understand their needs and concerns. Our projects are designed to enhance environmental sustainability while supporting the social and economic development of the areas where we operate.

Our commitment to human rights extends to our supply chain. We work closely with our suppliers and contractors to ensure they adhere to our high standards of ethical conduct and human rights. We conduct assessments to monitor compliance and address any potential issues. Our supplier code of conduct outlines our expectations regarding labor practices, health and safety, environmental stewardship, and business ethics.

We are dedicated to continuous improvement in our human rights practices. We regularly review and update our policies and procedures to align with evolving best practices and stakeholders' expectations. We also seek feedback from our employees, partners, and communities to identify areas of improvement and drive positive change.

Our commitment to human rights is integral to our mission of delivering sustainable and impactful environmental and energy solutions. By embedding respect for human rights into every aspect of our business, we contribute to the creation of a fairer, more just world.

7 Supply Chain Management

In today's interconnected global economy, the sustainability of supply chains is critical for reducing environmental impact and promoting long-term resilience. At kartECO, we want to ensure that our environmental and energy engineering consultancy services uphold the highest standards for ecological responsibility.

We prioritize sourcing materials and services from suppliers who share our commitment to sustainability. First of all, we ensure that all our suppliers adhere to ethical labor practices, avoiding child labor, forced labor, and unsafe working conditions. Secondly, we select materials that have minimal environmental impact, including recycled and renewable resources. This not only reduces waste but also lowers our carbon footprint.

Building strong, collaborative relationships with our suppliers is essential for fostering sustainability throughout the supply chain. Regular assessments ensure that our suppliers comply with environmental regulations and our sustainability standards. We provide feedback and support to help them improve their practices.



8 Employee Well-being

At kartECO, we believe that the well-being of our employees is fundamental to our success and our mission to drive sustainable environmental and energy solutions.

Safety is very important in all our operations, particularly those working on-site in potentially hazardous environments. Our safety protocols and regular training sessions ensure that our employees are well-versed in best practices for maintaining a safe workplace. We conduct regular safety audits and encourage a culture of proactive safety reporting and continuous improvement.

Mental well-being is also a critical component of our well-being strategy. To support it, we have cultivated a workplace culture that values open communication, inclusivity, and respect. This way we help build strong relationships and a sense of community within the company.

Achieving a healthy work-life balance is essential for overall well-being. We promote a culture that respects personal time and encourages employees to disconnect from work during non-working hours.

kartECO is dedicated to creating an environment where employees feel valued, supported, and empowered to thrive both personally and professionally. Our comprehensive well-being initiatives are not just about enhancing the quality of life for our employees, but also about fostering a motivated and resilient workforce capable of driving our mission to create sustainable environmental and energy solutions.



9 Future Goals and Commitments

Our commitment to sustainability is the heart of everything we do. As an environmental and energy engineering consultancy, we recognize our responsibility to lead by example, to create a more sustainable future. Our future goals and commitments are driven by our vision of a world where environmental integrity and energy efficiency go hand in hand.

We are dedicated to embedding sustainability into every project we undertake, ensuring that our clients achieve their environmental and energy goals. We want to apply sustainable design principles in all engineering projects, focusing on energy efficiency, resource conservation, and minimizing environmental impact.

Innovation is key to solving the complex environmental and energy challenges we face. We are committed to investing in research and development to drive technological advancements that promote sustainability:

- **Renewable energy technologies:** Develop cutting-edge solutions for harnessing solar, wind, and other renewable energy sources more efficiently and cost-effectively.
- **Energy storage and management:** Innovate in energy storage technologies to support the stability and resilience of renewable energy systems.
- **Smart cities:** Collaborate with urban planners and municipalities to design smart city infrastructure that integrates sustainable energy systems, efficient waste management, and low-impact transportation networks.

Collaboration is crucial for achieving broader sustainability goals. We aim to strengthen our network by forming strategic partnerships with key stakeholders.

- **Industry collaboration:** Work with industry leaders, non-profits, and government agencies to develop and implement sustainable practices and policies.
- **Global initiatives:** Participate in global sustainability initiatives and forums to share knowledge, drive innovation, and advocate for sustainable development.
- **Supply chain sustainability:** Collaborate with suppliers and contractors to ensure that sustainability principles are upheld throughout our supply chain.

We believe our goals and commitments are necessary to drive meaningful change. Together with our partners, clients, and communities, we are confident that we can build a more sustainable and resilient future.

