



LED.O plus društvo s
ograničenom
odgovornošću za
proizvodnju i
promet sladoleda
i smrznute hrane
Ulica Julija Knifera 10,
Zagreb



HEALTH, SAFETY, ENVIRONMENTAL AND ENERGY EFFICIENCY MANAGEMENT POLICY

LED.O plus d.o.o. is the leading manufacturer and distributor of ice cream and frozen food in Croatia and the surrounding region. It is a part of Nomad Foods, the largest European frozen food group. Nomad Foods upholds rigorous safety, health, and environmental standards through its Safety and Environmental Policies in its operations.

Following Nomad Foods policies and international standards ISO 14001 and ISO 50001, LED.O plus d.o.o. operates based on sustainable development principles. This includes continuously improving all business processes, ensuring safety, protecting the environment, enhancing energy efficiency, and providing ongoing education and awareness-raising for employees.

Accordingly, the guidelines of this policy are:

- the focus of goals and business activities on "Zero Injury" and "Zero Negative Impact on the Environment",
- compliance with and implementation of all national legal and other requirements relating to environmental protection, energy consumption, and energy efficiency, as well as health and safety,
- identification and evaluation of safety aspects, significant environmental aspects, and implementation of the energy planning process taking into account the organization's context and business scope, as well as Nomad Foods' guidelines and procedures for risk management,
- setting general and specific objectives with realization programs to continuously improve environmental management and energy efficiency,
- increasing the utilization of existing production capacity, reducing costs and energy consumption while maintaining a low impact on the environment,
- continuous monitoring of consumption of all types of energy sources while outlining measures and activities aimed at ensuring the reduction in consumption per unit of product, and reducing carbon emissions (CO₂e),
- ensuring the rational use of energy by purchasing energy-efficient products and services and implementing process design and development to enhance energy efficiency,
- establishing a process of continuous improvement of environmental management and energy efficiency through measures that include the prevention and reduction of pollution at the site, reduction and classification of all generated waste, as well as continuous monitoring and improvement of overall energy performance,
- establishing a safe working environment and preventing incidents and injuries by permanently improving the health and safety management system, as well as safety and health performance,
- fostering open communication and consultation with employees regarding issues that impact their health, safety, and well-being. Encouraging proactive participation from employees and all stakeholders in maintaining the system and identifying opportunities for continual improvement, to establish and uphold a culture of health and safety protection,
- integration into practice of the highest standards of action and quick response in emergencies,
- establishing partnership relations and quality cooperation with all interested parties in the field of environmental management and energy efficiency to achieve long-term business success.

LED.O plus d.o.o. is committed to providing all necessary resources for the full implementation of the health, safety, environmental, and energy efficiency management policy across all business segments, involving all stakeholders: employees, contractors, and visitors.

Zagreb, 3 June 2026

General Manager
Petar Bermanec