



Environmental policy

1. Preamble

pbz has a strong focus on sustainable business practices, the use of renewable energies, the avoidance of single-use plastics, principles of the circular economy and closed loops in products and services.

2. Scope

This environmental policy applies to all employees of the company and is regularly reviewed and updated to ensure that it complies with current environmental standards and best practices. Every employee is called upon to actively contribute to the implementation of this policy and to work for a sustainable future. We will strengthen and promote our employees' awareness of sustainable action in further training courses.

3. Compliance

Compliance with legal regulations and official requirements for environmental protection is a matter of course for pbz. We ensure this by means of appropriate legal registers and regular information for our employees and, if necessary, by means of appropriate work instructions and documentation.

4. Requirements

Paperless office

pbz is committed to creating an environmentally friendly and sustainable working environment. In doing so, we strive to become a paperless office in order to reduce the consumption of paper and the associated environmental impact. Our employees are required to use electronic documents, to use and optimize digital processes, and to keep document printing to a minimum.

Abandonment of single-use plastic

Furthermore, we are committed to eliminating single-use plastic in all service areas in order to minimize the pollution of the environment by plastic waste. Our employees are encouraged to use alternative, environmentally friendly materials and to make conscious choices when sourcing consumables.

CO2 reduction and compensation of our servers

Since we are not only entrusted with project management for many of our customers, but also with data and document management and the operation of individual database solutions for a wide variety of infrastructure projects, we remain committed to offsetting the resulting CO2 emissions of our servers. These are already powered by 100% renewable energies.

Sustainable transport and business travel

Our employees are obliged to use public transport or carpool for all business trips to a reasonable extent as far as possible.

Use of renewable energies

pbz is increasingly focusing on the use and deployment of renewable energies both in our business processes and in the projects we support. In the future, we would like to continue to obtain 100% of our own energy requirements from renewable energies and continue to offer our customers solutions for the use and efficient use of renewable energies in all projects.

Closed product and service cycles

In the planning and implementation of our projects, we would like to continue to implement closed product and service cycles and design projects in such a way that they can be dismantled without exception at the end of their service life and the previously existing conditions are restored without loss.

Sustainable Collaboration and Networks

In doing so, we encourage collaboration with partners and suppliers who share similar sustainability goals and strive for long-term relationships to jointly develop and support closed product and service cycles.



5. Goals

- We want to become a paperless office by 2025
- By 2025, we want to completely eliminate the use of single-use plastic
- By 2025, we want to cover 100% of our energy needs from renewable energies
- By 2040, we want to *be CO2 neutral in accordance with the 1.5oC Science Based Target initiative (SBTi)*
 - o In doing so, we would like to focus in particular on the emissions of our server and data centers
 - o In addition to the already implemented supply of 100% renewable energies, we want to continue to offset the CO2 balance of our servers with targeted compensation measures
 - o We want to continue to offset the emissions generated by business travel
- We want to continue to look at and develop our projects holistically and support closed product and service cycles – especially with our suppliers
- In all our projects, we remain committed to resource-saving design and planning
- We would like to continue to counteract surface sealing and avoid the use of fully and partially sealed surfaces in all our projects as far as possible
- We would like to support our employees in switching to sustainable means of transport by subsidizing tickets for local public transport, as well as by providing company bicycles and carpooling services