



delfort Environmental Policy

This Environmental Policy (ENVP) outlines delfort's ambitious intentions and direction to manage our effect on the environment. The ENVP sets objectives and defines principles related to our environmental performance. It provides the framework for setting right and responsible environmental targets, getting actions done and measuring results.

delfort aims to set high sustainability standards covering the 3 relevant areas:

- The way we manufacture.
- The way we design products.
- The way we supply and distribute.

To ensure purely positive and minimal negative impact on the environment delfort manages the entire lifecycle of its products – from responsible product development, responsibly sourced raw materials, resource efficient operations and processes to responsible use and end of life performance.

- 1) This ENVP is **applicable** for all sites and every delfort employee.
- 2) Environmental topics **relevant** to the organization (overall materiality) are
 - energy consumption
 - GHG/CO2 emissions,
 - water consumption,
 - effluent contribution (wastewater),
 - materials & chemicals consumption and origin,
 - waste creation and handling,
 - risk of local accidental pollution,
 - customer health & safety.

Each site is responsible to determine its specific relevant topics in addition.

- 3) **For the purpose of prevention of pollution and efficient use of resources delfort is** committed to reduce, eliminate, and prevent pollution within its area of responsibility in order to protect atmosphere, water, soil, biodiversity and humans.
- 4) **delfort's Objectives and Commitments** are summarized in the current sustainability goals, which may be adopted by the Board of Directors' decision.



- 5) It is our understanding that environmental responsibility needs continuous effort, **continuous improvement** and commitment to maintain an environmental management system delivering results in all our sites.
- 6) We strictly **comply with regulatory and other requirements** related to the protection of environment. All employees are encouraged to identify and report any observed misconduct. Everyone is protected by the whistleblower procedure.
- 7) The ENVP and the current delfort sustainability goals provide the **framework for minimum objectives and targets** of individual sustainability goals with delfort's sites.
- 8) It is every delfort employee's **responsibility** to adhere to this Group Policy and to support our sustainability efforts. The Board of Directors has ultimate responsibility for goal setting whereas local GMs monitor the implementation of necessary actions to meet the goals. Implementation of local goals follows the environmental management systems rules.
- 9) All delfort environmental ambitions and goals are **documented** in writing and **communicated** within delfort transparently to foster proper implementation. Implementation plans are made **available** as needed and resources are to be made available as needed by sites, to ensure timely and effective **implementation**. The ENVP and environmental goals follow a regular **review** and **update** predicting and following the changes of our environmental impact, our customer's and legislative requirements and technological development.
- 10) This Group Policy is **communicated** to all delfort employees using all internal communication channels such as intranet, newsletters, seminars and trainings whereas external stakeholders will be informed on purpose and demand by meetings, sustainability report, homepage, social media and dedicated briefings. delfort will **promote sustainable consumption** to advance its goals and will provide relevant training to staff to foster personal engagement.
- 11) delfort is committed to **transparency, cooperation** and open dialogue with all stakeholders. We are committed to check ourselves and to report on our actions, achievements and outcomes. We will decide on audits for critical areas and topics.
- 12) We will join **quality sustainability initiatives** where we can learn or provide active contribution and drive change towards sustainability.