

Environmental Policy



Environment

PURPOSE AND SCOPE

ISO 14001 CERTIFIED

Ergonomic Solutions (ES) is a professional and environmentally responsible corporate business that seeks to protect the environment and promote long term sustainability.

This policy applies to all employees of ES, Board of Directors, as well as suppliers, contractors, agents, consultants, interns, or trainees associated with us wherever located. The purpose of this Policy is to provide guidance in assessing environmental aspects while making business decisions.

PRINCIPLES

Respect our Planet forms an integral part of our organisations “Core Beliefs”. “We aim to minimise our impact on the environment and be ethical in our use of resources”. We manage our processes, our materials and our people with the same belief.

To the extent possible, our strategies, policies and action plans support this commitment and are integrated into our business operations and governance practices. ES is committed to working responsibly in our activities which affect the environment by:

- Complying with relevant environmental legislation, regulation and other national and international environmental practices.
- Acknowledging the requirement to behave in an environmentally conscious manner concerning the impact of our operations and organisation’s activities, products and services locally, nationally and internationally. This includes a continuous focus on recycling.
- Recognising that climate change is a serious threat and performing our part to reduce the harmful greenhouse gas (GHG) emissions. Commitment to reduce our Global Carbon Footprint and take climate

action by setting specific targets and joining the Science-Based Target Initiative (SBTi) for reductions of GHG emissions from our operations.

THE POLICY

- Wherever possible, implement measures to prevent air, water and noise pollution and reduce waste, protect and preserve biodiversity, natural habitats, flora and fauna.
- Encourage recycling of plastics and polymers to limit potential environmental damage caused by these.
- Improve the energy efficiency of ES’s operations and products and wherever possible switch to clean/ low impact renewable energy options for gas and electricity consumption - using energy saving products and technology/ innovation.
- Initiate and encourage employees, suppliers, and other stakeholders to opt for “Green” methods of travel and transportation. ES promotes smart journey planning, use of alternative modes of transport to limits CO2 emissions from company cars and where possible offer bike to work schemes, reduced travelcards or similar schemes to let the employees choose the most sustainable option available.
- Conserve natural resources and support a circular economy by developing products and packaging that minimise materials usage, promote the use of recycled or environmentally preferable materials and that maximise reuse and recycling opportunities at

- the end of the product's life. Ensure clear recycling instructions on packaging.
- Work with LEAN manufacturing processes to ensure least amount of waste while maximising productivity.
- Promote a lifecycle approach to the procurement of goods and services. Maintain and develop central and group procurement plans to ensure economic and sustainable purchasing.
- Develop and implement documented procedures in form of Actions Plans to measure, monitor and minimise waste and reduce consumption through efficient operational use of assets reuse and recycling.
- Sorting and separation of waste types to facilitate recycling and correct onward disposal waste in line with local environmental requirements. Educate employees to encourage waste management and achieve waste reduction targets on all worksites.
- Commit to work with suppliers who are compliant with our **Supplier Code of Conduct**. Drive carbon reductions and social initiatives within our supply chain and product usage.
- Use of local suppliers where possible to minimise transport cost, reduce emissions and protect indigenous people, where applicable. Encourage our suppliers and transporters to reduce/ minimise the number of deliveries and gradually switch to biofuel wherever possible.

- Work in partnership with the community, local authorities and other relevant bodies to foster a coherent and innovative approach to our environmental obligations.
- Continue "Carbon Disclosure Project" (CDP) Reporting as a vehicle to communicate achievements of the climate actions taken in the areas of GHG emissions, energy consumption, and supply-chain driven emissions.
- ES is ISO9001 certified meeting the specified requirements of a Quality Management System. It has CE- and URL-marking for all relevant products in place.
- ES complies with the "Registration, Evaluation, Authorisation & Restriction of Chemicals" (REACH) and "Restriction of Hazardous Substances" (RoHS) regulations to ensure clean products without harmful toxins and chemicals.
- Annually set and review environmental objectives and targets. Document and communicate internally and externally as appropriate.
- Perform annual ESG Risk Assessment to address and manage the non-financial risks impacting the business, including its impact on the environment.

MONITORING AND CONTINUOUS IMPROVEMENT

The Chief Operating Officer and line management have responsibility for the implementation of the policy and are required to ensure that environmental issues are

given sufficient consideration in the planning and day to day supervision of all work. We recognise our stakeholders drive some of our environmental agenda and we continue to promote environmental awareness among our employees, agents, contractors, suppliers and partners. Additionally, all employees are provided with the necessary resources, and training to fulfil the requirements of this policy.

The overall responsibility for the Environmental Policy lies with the Managing Director and the Executive Management Team. Annual reports submitted to the Executive Management Team cover environmental issues to ensure that the Environmental Policy and associated activities remain current and applicable to ES.

ES manages the environmental elements of its operations through a Global Environmental Management System (EMS) under ISO 14001:2015 certification through specific action plans on Air Emissions, Energy efficiency, Waste Management, Water Management, Biodiversity, Green travel, Environment consideration with respect to the product packaging and life cycle. We continuously improve the EMS and provide our stakeholders with periodic communications on our progress in environmental affairs through Annual Environmental, Social and Governance (ESG) reporting and other measures.

CONSEQUENCES OF NON-COMPLIANCE

ES recognises that the delivery of improved environmental performance is a collective effort which relies on the commitment and effort of staff across the organisation. Any employee who breaches this policy can face disciplinary proceedings including termination of

employment being taken against the individual. ES may terminate its commercial relationship with any suppliers contractors, agents, distributors and partners if they are in serious breach of this policy.

Other references

[Supplier Code of Conduct >](#)

This policy applies to Ergonomic Solutions International Limited and subsidiary companies

