

## 1. ENVIRONMENTAL POLICY STATEMENT

Haag Streit UK are committed to actions that preserve and restore the environment, including waste and emissions, saving energy, recycling materials and conserving resources. Where reasonably practicable we aim to reduce the impact of our actions on the environment within the necessary constraints to produce safe and reliable products.

We are determined to minimise our direct impact on the environment by continually working towards improving our environmental performance and integrating recognised best practice into all operations while complying with all relevant statutory requirements.

### PRINCIPLES

As a socially responsible organisation we recognise that we should have a significant, positive impact on the local environments in which we operate and the global environment in general. To achieve this, we will:

- Ensure legal environmental requirements, regulations and standards are met and where possible, exceed these requirements.
- Ensure adequate resources are allocated and available to fulfil this policy.
- Provide the appropriate leadership.
- Ensure the involvement of our people, increase awareness of the environmental impact of our decisions and actions and provide specific training where necessary.
- Ensure we integrate environmental considerations into our business decisions and set clear environmental targets and objectives committing to continual improvement to enhance our environmental and energy performance.
- Measure and take action to reduce the carbon footprint of our operational activities to meet our published objectives and targets.
- Manage waste generated from our operational activities according to the principles of reduction, re-use and recycling.
- Encourage the adoption of sound environmental principles amongst suppliers, contractors and service providers.
- Align to Group policy objectives.
- To review this policy annually to ensure that it is always relevant to our business activities.

## 2. SUSTAINABILITY POLICY STATEMENT

Haag Streit UK is committed to sustainability performance as an integral, strategic issue that shapes the future of our business and supports our reputation as a respected medical device manufacturer. We have a measurable sustainability framework for key areas of our business, and we believe that engaging with stakeholders on sustainability brings new opportunities to build community prosperity by improving standards of health, the environment and quality of life.

## PRINCIPLES

Sustainability principles should guide our day-to-day operations, consideration should be given to any new activities which may be improved by reflection upon our sustainability principles. Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own particular needs, whatever they might be.

Our policy is based on the following principles and framework:

- Ensure legal environmental requirements, regulations and standards are met and where possible, exceed these requirements.
- Ensure we integrate environmental considerations into our business decisions.
- To ensure that all staff are aware of our Sustainability Policy and are committed to implementing and improving it.
- To minimise the impact on sustainability of all our activities.
- To make suppliers aware of our Sustainability Policy and encourage them to adopt sound sustainable management practices.
- Align to Group policy objectives.
- To review this policy annually and to continually strive to improve our sustainability performance.

## ENERGY AND CARBON

Energy efficiency is a major component of our sustainability framework, demonstrated on our sites by solutions aimed at reducing our carbon emissions. Our Carbon Reduction Plan will outline how we will reduce our carbon emissions and how we will become more environmentally friendly.

## POLLUTION PREVENTION

Minimise air pollution and energy consumption resulting from car use and encourage staff to use alternative transport or to utilise Teams meetings where practicable. Where it is financially possible, we will source electric or hybrid vehicles.

## WASTE MANAGEMENT

Where practically possible we follow the waste hierarchy of reduce, reuse and recycle. We effectively recycle and reuse materials where technically possible within the constraints of how our products are used. We recycle all site waste possible, and we encourage our employees to take an active role in recycling schemes.

## SUPPLY CHAIN

We have developed ethical supply chain criteria for our suppliers within our Labour Standards Assurance System (LSAS), along with educating employees on sustainability to drive a sustainable culture in our organisation. We have published a Modern Slavery Statement and have completed the Modern Slavery Assessment Tool, which will help improve protections and reduce the risk of exploitation of workers in our supply chain.

## EMPLOYEE WELFARE AND ENGAGEMENT

We aim to provide a safe and healthy working environment for our employees and our visitors by means which do not adversely affect carbon emissions. Our Human Resources Team ensure that our health and safety systems support employee wellbeing.

The Managing Director, Company Director and Senior Management Team are responsible for ensuring this policy is implemented throughout Haag Streit UK. However, to ensure continual improvement in environmental and sustainability performance, this policy requires the support and action of all employees. Communication, consultation and training are key requirements at all levels.

This Policy was approved on 25<sup>th</sup> September 2024 and will be communicated to all stakeholders and will be reviewed annually as part of our management review.

Signed by the Executive Board:



**Dean Johnson**  
**Managing Director**



**Gino Ostacchini**  
**Company Director**

**Updated:** 25 September 2024

**Issue No:** 1

**PPM No:** 042