FLEXLINK®

a coesia company

Energy and climate change policy

Purpose[1]

As a Global company, FlexLink has an environmental footprint around the world. We are committed to preventing and avoiding energy waste and reducing Green House Gas emissions, as the connection between energy efficiency, renewable energy and mitigating climate change is clear. We have a responsibility to our customers, our people, our suppliers, and our stakeholders; by improving our energy efficiency and our energy awareness we can actively reduce our ecological footprint.

Scope & Governance

All personnel that work for or on behalf of FlexLink share the responsibility to follow and support this policy to ensure our business strategy and objectives are met.

CEO	Provides policy, oversight, and review of Energy management.
Leadership Team	Drives culture of Energy awareness and management and supports policy implementation and supporting framework.
Managers	Ensure staff comply with Energy policy and Energy management procedures and foster a culture where we take responsibility for our own impact on the environment.
Employees and Contractors	Comply with the Energy policy and Energy management procedures and contribute to FlexLink reduction of overall energy waste.

[1] Note: this policy is meant to be used in conjunction with *FlexLink environment policy*.

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Content

We implement and maintain our policy based on:

- FlexLink and Coesia Values;
- Continual improvement practices;
- Risk based thinking;
- Our Operational Management System (OMS);
- Coesia HSE policy and measurable key performance indicators [including energy and environmental audits performed, nonconformities, corrective action reviews and identified environmental targets].

Goals & Objectives

Our goal is to minimize energy consumption at our sites through a combination of awareness and efficiency. To offer energy efficient solutions to our customers. To create a strong value chain when it comes to energy efficiency along with all our supply chain.

To minimize the environmental impact of our activities, products, and services, we:

- Develop and sell products and solutions that are efficient in the use of energy;
- Comply with all applicable regulatory requirements and obligations, including customer requirements, to which we subscribe;
- Consider the external impact of the activities of interested parties, including suppliers, customers, and other stakeholders;
- Constantly examine and limit the use of non-renewable energy;
- Always consider energy impact in the design and assembly of our products;
- We pursue low carbon forms of energy at our plants and offices and along the value chain;
- We incorporate energy efficiency as key criteria when purchasing new equipment, and during the design and renovation of facilities;
- Involve and educate our key stakeholders on the content of this policy.

Targets

Our targets with support the Coesia group targets:

- Carbon neutrality (GHG scope 1-2) and a 25% reduction (GHG scope 3) by 2030;
- Net Zero (GHG scope 1 – 2 & 3) by 2040.

Policy measurements

At FlexLink, we identify different types of key premises: sales & service offices, assembly sites, and distribution HUB's. The measures are categorized differently as different business units require different strategies.
We have established the following energy objectives:

All sites

- We share and implement in all our business units, guidelines, and local measurements on energy consumption;
- We promote renewable energy use by purchasing renewable energy through the electrical grid;
- We support the Coesia Group, transitioning the vehicle fleet to electric and hybrid solutions with the introduction of a company policy that requires compliance with the WLTP[2] emission limit of 160g CO2/km for company fleet vehicles;
- We monitor, quarterly, energy consumption as part of our Energy Management System to reduce and prevent energy wastage and ensure compliance to local rules and legislation. This includes reporting to landlord or legal authorities when required.

Sales & Service offices

- We implement cloud technologies to minimize the need for servers, to one central server, enabling us to reduce energy consumption;
- We aim to optimize transportation, by encouraging the switch from gasoline and fuel cars to electric/hybrid ones;
- Minimize commuting by offering feasible, flexible working conditions [such as working from home];
- Reduce CO2 emissions and travel, by promoting the use of web conferences and video calls, where feasible.

[2] Worldwide harmonized Light Vehicles Test Procedure

Assembly sites and distribution HUB's

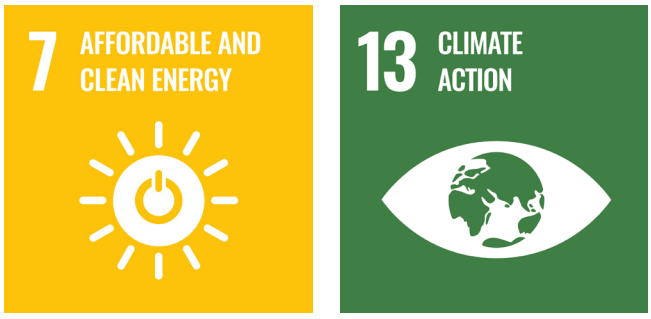
- Use energy efficient equipment in our operations, investigating which machines use the most energy and research possible efficiency increase solutions [such as behaviour change, replacement];
- Focusing on energy conservation measures by upgrading led lights at sites, where applicable[3];
- Have structured maintenance plan in place to help us avoid unnecessary energy usage due to faulty machines or equipment;
- Implement or maintain the ISO 50001 standard;
- We aim to optimize product transportation by encouraging the switch from air transport to vessels and the reduction of CO2 emissions from our forwarders.

Conclusions

The Energy policy follows on from our commitment to the United Nations Global Compact, as part of Coesia Group.

The Energy performance and compliance to this policy is monitored, documented, and communicated in a clear and transparent way, to our employees, authorities, and other stakeholders. The document is revised every 2 years, to keep it current. If operations change significantly, we may need to update the document outside this review.

We provide the leadership, processes, resources, and training to ensure we carry out activities in an energy efficient manner.



Sustainable Development Goals – SDG's

[3] FlexLink does not own premises; the substitution of led lights is not always applicable, as contract with landlords might not allow it.