FLEXLINK®

a **coesia** company

Environment policy

Purpose[1]

At FlexLink, we are committed to minimizing the local and global environmental impact of our processes. We take responsibility for the efficient use of resources, reduction of waste, and sustainable management of environmental aspects. We aim to continuously improve our environmental performance through the implementation of best practices. We play an active role in reducing its environmental footprint and contributing to a circular economy. It aligns product design, consumer usage, and disposal processes with sustainability goals, fostering responsible practices throughout the product lifecycle.

Scope & Governance

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

CEO	Provides policy, oversight and review of the Environment management system.
Leadership Team	Drives culture of Environment management and supports policy implementation and supporting framework.
Managers	Ensure staff comply with the Environment policy and foster a culture where environmental concerns can be identified and resolved.
Employees and Contractors	Comply with Energy management policy and procedures and contribute to resolving issues.

[1] Note: this policy is meant to be used in conjunction with *FlexLink energy and climate change 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;
- Measurable key performance indicators [including environment audits performed, nonconformities, corrective action reviews, customer feedback];
- The measurement of natural resources [such as our water and energy consumption], our CO2 emissions.

Goals & Objectives

Legal and regulatory compliance

- We pledge to comply with all applicable local, national, and international environmental laws, regulations, and standards, including customer requirements;
- We monitor and stay updated on all relevant regulations to ensure that our operations meet or exceed the required environmental performance criteria.

Energy Consumption and GHG's

- We are dedicated to achieving significant reductions in our energy consumption and GHG emissions. We focus on the integration of energy-efficient technologies, continuous improvements in our manufacturing processes, and the adoption of renewable energy sources. We are committed to tracking, reporting, and mitigating our environmental impact. Refer to *FlexLink energy and climate change policy* for further details.

Biodiversity

- We recognize the importance of biodiversity for the health of ecosystems, human well-being, and the long-term sustainability of our operations;
- We are committed to minimizing the negative impact of our manufacturing activities on biodiversity and supporting conservation efforts both within and outside our business.

Pollution Prevention

- We take proactive steps to minimize air, water, and soil pollution from our operations. This includes maintaining and upgrading equipment to ensure compliance with emissions standards, reducing chemical use.

Materials, Chemicals and Waste management

- We will ensure that all chemicals and materials used in our manufacturing processes are assessed for safety, including their toxicity, flammability, and potential environmental impact;
- We are committed to reducing the use of harmful chemicals and materials in our manufacturing processes;
- We strive to reduce, reuse, and recycle materials throughout our manufacturing processes. We are committed to minimizing the generation of waste and ensuring that any waste produced is handled, stored, and disposed of in an environmentally responsible manner.

Product use and end of life

- We recognize the importance of addressing the environmental impact of our products during their use and at the end of their life, ensuring that our products are durable, recyclable, and easy to dispose of responsibly;
- Our products will be designed to:
  - Ensure reliability and performance over time, reducing the need for replacements;
  - Support the recycling and reuse of materials, to minimize waste and environmental impact;
  - Reduce materials that are difficult to recycle or dispose of such as mixed plastics, composite materials, or harmful chemicals;
  - Minimize resource consumption during use, contributing to lower energy use, water consumption, and waste generation by consumers;
  - Provide clear instructions on the optimal usage of the product to enhance longevity and minimize the environmental footprint.

Supplier Responsibility and Sustainable Sourcing

- We will work closely with suppliers to ensure that all materials and chemicals purchased by FlexLink meet environmental and safety standards;
- We will encourage suppliers to provide environmentally friendly and safe products by:
  - Preferring suppliers who have strong environmental and safety management systems in place;
  - Prioritizing the purchase of materials that are sustainably sourced and have lower environmental and health risks;
  - Monitoring and auditing suppliers for compliance with our materials and chemicals policy.

Targets

Our targets support the Coesia group targets. In addition to what has been identified in the *FlexLink energy and climate change policy and in the FlexLink water policy:*

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

Policy measurements

At FlexLink, we identify three different types of key premises: sales & service offices, assembly sites and HUB's. The measures are categorized differently as different business units require different strategies. In addition to what has been identified in the *FlexLink energy and climate change policy and in the FlexLink water policy,* we have established the following environment objectives:

All sites

- We share and implement in all our business units, guidelines and local measurements on natural resources consumption;

- We monitor, quarterly, water consumption, waste generation, business travels and logistics as part of our Environment Management System to reduce our environmental footprint. This includes reporting to landlord or legal authorities when required;
- Provide environmental training programs, encourage sustainable practices in daily operations, and engage employees in sustainability initiatives.

Sales & Service offices

- Support digitalization, to reduce the use of paper in offices.

Assembly sites and distribution HUB's

- Implement or maintain the ISO 14001 standard;
- Partner with suppliers that follow environmental standards, use recycled or sustainable materials, and implement ethical sourcing practices;
- Use biodegradable, recyclable, or reusable packaging materials and optimize packaging designs to reduce material usage;
- Reduce packaging waste, recycle scrap materials, and adopt lean manufacturing principles to minimize production waste;
- We prioritize the reduction of hazardous waste by developing improvement plans to eliminate or reduce the risks of polluting the environment from the disposal of materials, chemical or hazardous waste;
- Implement and maintain updated Emergency Preparedness Plans (EPP)[2], which include:
  - Clear procedures for reporting and managing chemical spills or accidents;
  - The use of containment measures to prevent the spread of hazardous substances;
  - Regular training of employees on emergency procedures and conducting drills to ensure preparedness.

[2] If not regulated by law, the plans are updated every second year and in case of relevant conditions changes.

Conclusions

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

We ensure that the protection of the environment is central in our company culture, by considering the environmental impact when making business and strategic decisions

The 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