# Water policy

**HSE, Quality and Energy**

## Purpose[1]

We recognize that water issues are one of the most serious sustainability challenges facing the planet. Due to climate change, the water cycle is expected to undergo significant change and face major challenges in the coming decades; overdemand and mismanagement are increasing the water stress worldwide.

We have a responsibility to our customers, our people, our suppliers, and our stakeholders; we believe that effective water stewardship will require that provisions are made firstly for water to meet the human right to water, then to ensure that ecosystems are able to function, and finally to ensure that water is used efficiently for agricultural and industrial use. In fact, as per today[2]:

| 40% | 80% | 90% |
|---|---|---|
| Of world's population is affected by water scarcity | of the world's wastewater is discharged untreated into the environment | of disasters are water-related |

## Scope & Governance

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

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

## Background

Water is a fundamental resource for manufacturing industries, however, even if classified as a manufacturing Company, we do not have in-house production as we do not internally manufacture our products and consequently, we are not a mainstream user of water. The main water consumption is from the supply of drinking water, toilet and washing facilities.

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

[2] As per latest European report, dated 2024.

We do not own any facility or office and therefore we are not responsible for any wastewater treatment process; however, we are responsible for informing landlords in case of leaks, spillages or problems in the discharge process or system as soon as possible.

We do not use any harmful substances such as toxic chemicals, sediments, heat, petroleum (oil), and radioactive substances in our activities that might pollute water.

*Why a water policy*

Even if the materiality analysis[3] shows that water is not a relevant matter, we want to:

- Make sure that all FlexLink functions, sites and stakeholders, including our suppliers, are more aware of water-related challenges and committed, to respond to today's challenges
- Promote a continuous improvement process, by quarterly monitoring our water usage
- Be responsible users: we recognize that the increasing worldwide scarcity of water resources, especially related to phenomena of demographic growth and urbanization, as well as pollution risks, are likely to affect local life and activities.

## Content

We implement and maintain our policy based on:

- FlexLink and Coesia Values
- Continual improvement practices
- Risk based thinking
- Our Operational Management System (OMS)
- Measurable key performance indicators [including regular water self-assessments, water usage per site and per employee]

## Goals & Objectives

To minimize our water footprint, we:

- Comply with all applicable regulatory requirements and obligations, in different countries where our offices are based
- Develop and sell products & solutions that are efficient in the use of water and do not contain hazardous materials that might cause accidental water pollution
- Consider the external impact on water footprint of the activities of interested parties, including suppliers, customers and other stakeholders
- Reduce and prevent water wastage

[3] Refer to FlexLink Environment policy for further details

- We take responsibility to promote awareness on water sustainability, and timely communicate with our stakeholders' relevant decisions, if required
- Ensure that Research and Development projects include water-related challenges at all stages, if applicable
- We are committed to minimizing freshwater withdrawals in water-stressed areas where we have our premises.

## Targets

Our targets are aligned with the Coesia group targets:

- 5% water use reduction on 2019 baseline[4]

## *Policy measurements*

At FlexLink, we identify three 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 water objectives:

### *All sites*

- We share and implement in all our business units, guidelines and local measurements on water consumption
- We monitor, quarterly, water consumption as part of our Environmental Management System to reduce water consumption and ensure compliance to local rules and legislation. This includes reporting to landlord or legal authorities when required.

### *Sales & Service offices*

- Have structured maintenance plan in place to help us avoid water spillage.

### *Assembly sites and distribution HUB's*

- Implement necessary tools and routines to prevent any accidental water pollution [such as anti-spillage kits] and train relevant stakeholders on this topic.

## Conclusions

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

The Water performance and compliance to this policy is monitored, documented and communicated in a clear and transparent way, to our employees, authorities and other stakeholders.

[4] The ability to meet this target has been assessed by reviewing our water consumption date and current water reduction projects.

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 focusing on water awareness.

*Sustainable Development Goals – SDG's*