

Appendix J: Environmental responsibility

Neways recognizes the environmental responsibility that comes with our business conduct and we are committed to growing our business while taking into account our environmental impact and footprint. This environmental policy is part of our Neways Sustainability strategy.

We demonstrate our environmental responsibility through the environmental management systems we have in place. This in order to continuously improve and achieve our environmental impact and footprint. Periodic audits are performed to measure and improve our environment management processes.

As Neways Employee or Stakeholder, you are expected to conduct all business in line with this policy. In your day to day work you should pay attention to small acts of environmentally conscious behavior, such as but not limited to separating production waste whenever possible and using water and energy sparingly but sufficiently to achieve our operational targets.

Neways and RBA

In our business conduct, we are guided by the Responsible Business Alliance (RBA - formerly EICC), and therefore we also aim to uphold the environmental standards set in foregoing mentioned alliance:

- We have environmental permits and reporting in place that are required by law or other agreements.
- We prevent pollution and commit to resource reduction
- We handle, manage and store hazardous substances in a safe and responsible way
- We maintain a systematic approach to handle, manage and dispose of waste in a responsible way
- We commit to treating our air emissions responsibly
- We do not use substances or materials that are prohibited to use in products or manufacturing by law or other agreements
- We commit to manage our water flows and aim to reduce our water usage
- We minimize our energy consumption and search for ways to improve our energy efficiency

Economy and environment

Neways commits to continuously explore solutions that balance economy and environment. We search for ways to improve our environmental performance, while taking into consideration the impact this has on our costs, output and possible incomes.

We are dedicated to improve our environmental performance in our operations. To this extent, we perform systematic internal reviews resulting in identified areas for improving our environmental impact and footprint.

Communication and follow-up

Communication of environmental performance and related measures to our Employees and Stakeholders shall be done at least on an annual basis. In order to measure our environmental

performance, we utilize a core set of indicators from the Global Reporting Initiative 4.0 (GRI 4.0). We are dedicated to improve our environmental monitoring and subsequent our Neways wide environmental management systems. Recent activities aimed towards achieving this are - among others - creating unambiguous definitions for our environmental indicators and visually communicating our local and global performances within our organization.