

3

Plymovent's

Environmental Policy



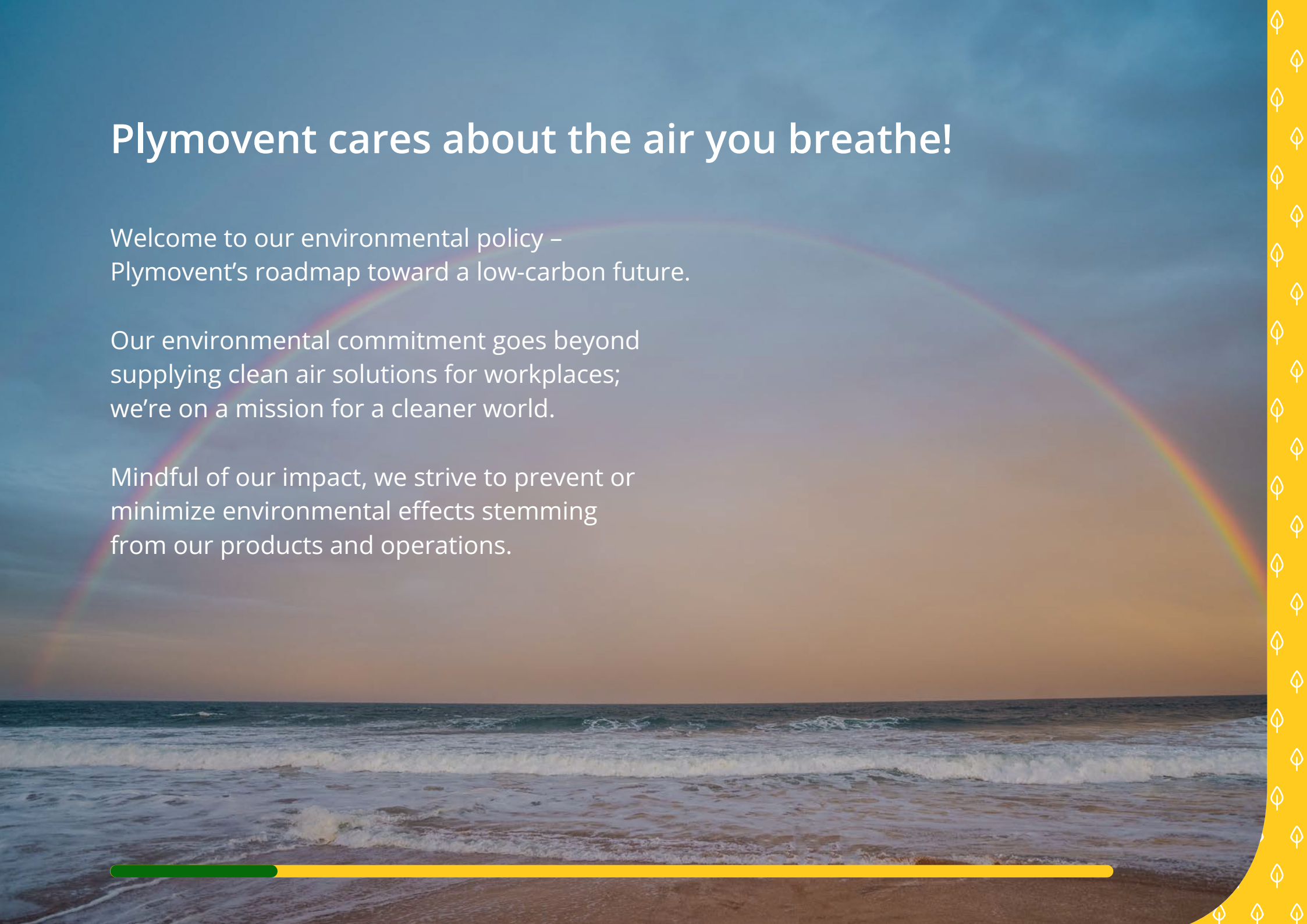
PLYMOVENT[®]
clean air at work

Plymovent cares about the air you breathe!

Welcome to our environmental policy –
Plymovent's roadmap toward a low-carbon future.

Our environmental commitment goes beyond
supplying clean air solutions for workplaces;
we're on a mission for a cleaner world.

Mindful of our impact, we strive to prevent or
minimize environmental effects stemming
from our products and operations.



Why an environmental policy?

Ever wondered about Plymovent's carbon footprint? We do. That's why we measure ours and actively work to reduce our impact on the environment. With this policy, we aim to create environmental consciousness by communicating our goals and actions to all stakeholders. Beyond that, we encourage every environmental hero on this adventure to reflect, adapt, and grow. We believe in turning awareness into action and turning reflection into continuous improvement. In this policy, you will learn more about:



Your role in the policy: Read more about how you contribute to Plymovent's environmental commitment.

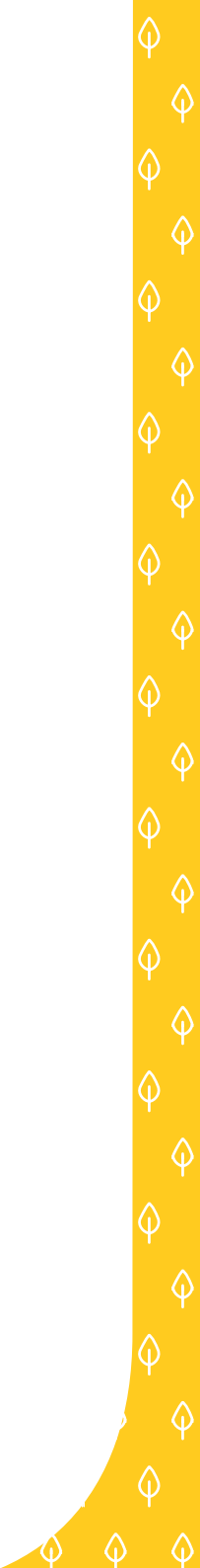


Plymovent's targets: Our policy encompasses critical areas such as employee health and safety, working conditions, social dialogue, career management and training, diversity and inclusion, human rights, and fair compensation.



Plymovent's actions: See here what we do to achieve our targets.

Good to know: With this policy, we've got the legal side covered, following all national and international laws wherever we operate.



Everyone counts!

To guarantee that this policy is not just words on paper but something we live and breathe, we've assigned specific roles and responsibilities. Learn what your responsibility will be:

I'm an employee

- Take your time to read the policy carefully and familiarize with it. Bravo! You already made it to page 2.
- Notice any off-policy behaviour or actions? Let your manager or senior contact know.
- Join mandatory sustainability training or workshops. It's a team effort!

I'm in Group Management

- Enable your team to follow the policy by providing relevant documents, guidelines, trainings, or procedures.
- Monitor whether the policy is doing its job and adjust when necessary.
- Ensure a shared understanding among all stakeholders and commitment to Plymovent's sustainable procurement.

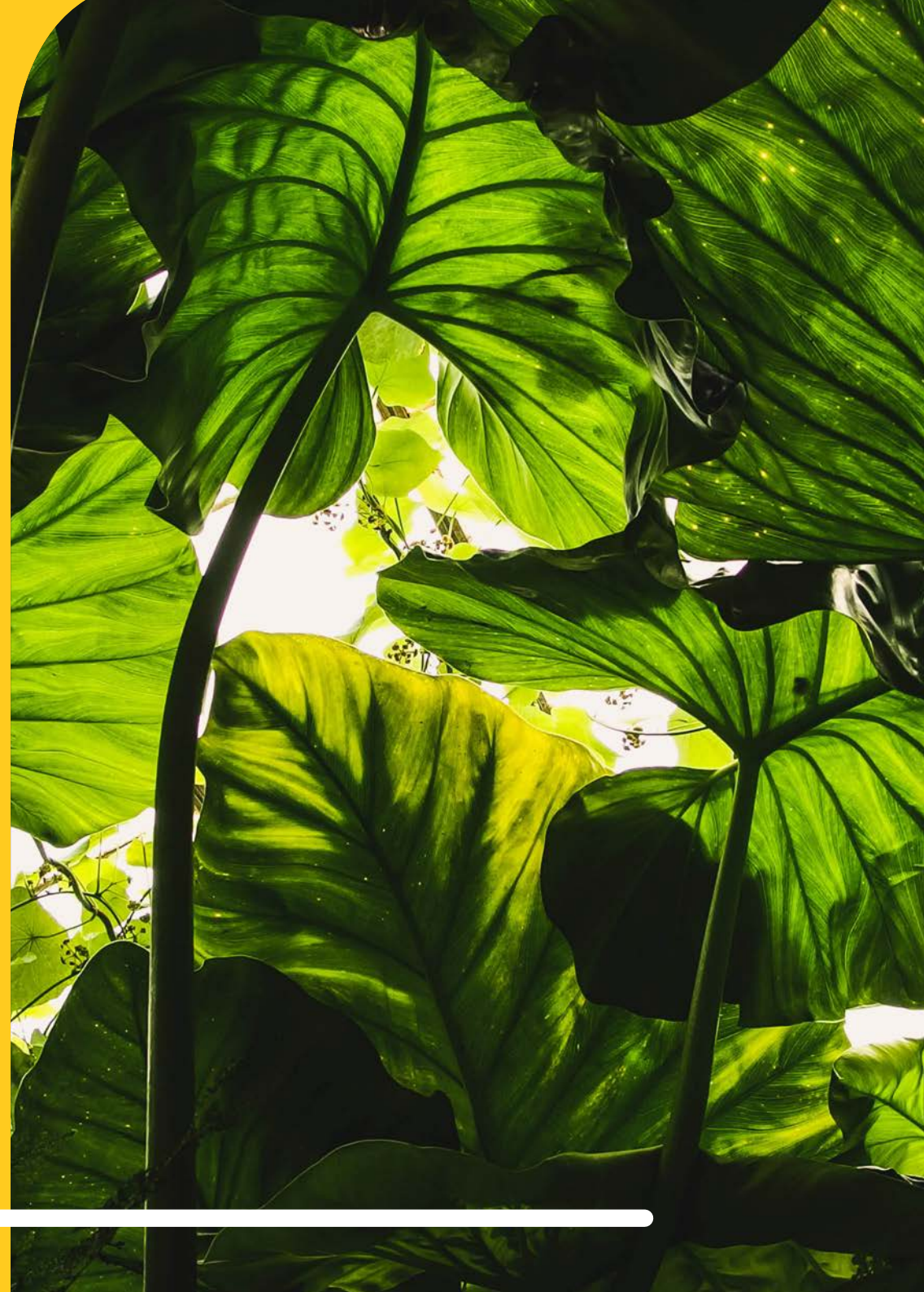
I'm the policy owner

- Guide your team in understanding and implementing the policy. Be the go-to for any questions.
- Monitor the progress on the objectives and report to management and relevant stakeholders.
- Keep the policy up to date.

Targets

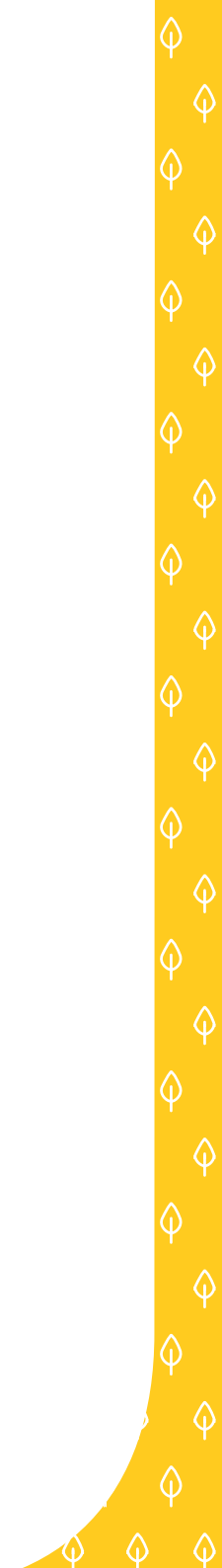
Plymovent's environmental practice

Plymovent is committed to leading the industry in minimizing the impact of its activities on the environment.



Plymovent's environmental practice

		Target	Guiding principle
GHG EMISSION & ENERGY	WATER MANAGEMENT	RESOURCES & WASTE	PRODUCT STEWARDSHIP & CIRCULAR ECONOMY
Being a net zero company by the end of 2025.	Continue to improve work processes & technologies to minimize water discharge and outflow.	Comply with relevant regulations governing the proper disposal of hazardous and non-hazardous waste.	Ensure customers awareness concerning our products' latest health and safety information.
		Maintain and communicate our waste labelling, storing, handling, and transporting processes.	Create awareness and encourage customers to join our journey to a low-carbon company.
		Continue to minimize overall hazardous operational waste.	Communicate our circular targets and achievements to all stakeholders.
		Continue to minimize overall non-hazardous operational waste, including packaging.	100% of R&D budget is spent on sustainable innovation.
		Maintain zero incidents of significant spills.	Explore the development of recycling or waste recovery programs, together with our clients or third partners.
		Zero plastic or foam in our (internal and external) packaging by 2030.	
		Increase the amount of recycled, reused, and recovered waste to 90% in 2025.	
			1 new projects is initiated per entity with a focus on biodiversity and restoration surrounding our sites. (no donations but active engagement)
			Max 1 day off for employee volunteering yearly.



From targets to action

- 1 GHG Emissions and Energy Efficiency
- 2 Water Management
- 3 Resources and Waste
- 4 Product Stewardship and Circular Economy



From targets to action (1/4)

1 GHG Emissions and Energy Efficiency

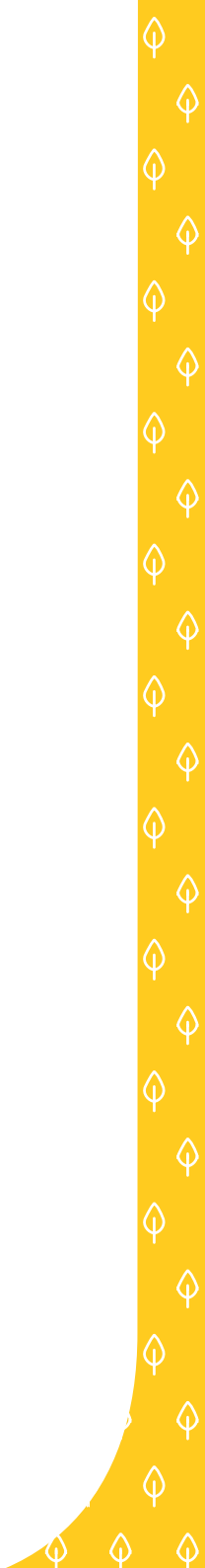
We are committed to the goals of the Paris Agreement and to transforming Plymovent into a net zero company by reducing our greenhouse gas emissions and minimize our overall carbon footprint. We do that by taking action and investing in:

- **Paris Agreement Goals:** Dedicated to making Plymovent a net zero company by reducing greenhouse gas emissions and minimizing our carbon footprint.
- **Strategic partnerships:** Teamed up with Climate Neutral Group for a net zero roadmap.
- **Global carbon assessment:** Conducted carbon footprint assessments for all Plymovent offices worldwide.
- **Targeted emission reduction:** Implemented quick, efficient emission-cutting strategies.
- **Tailored plans:** Crafted office-specific emission reduction plans in sync with our business cycle.
- **Sustainability recognition:** Earned a Bronze medal for the EcoVadis sustainability assessment, next stop: Gold.
- **Sustainable energy:** our Alkmaar offices and European distribution centre now run 100% off the grid thanks to 1,650 solar panels and geothermal heating (2022). Thailand factories also use solar panels, generating surplus electricity.
- **Energy efficiency:** Improving insulation and reducing air conditioning use.
- **Smart lighting:** LED and motion sensors installed across most Plymovent offices and warehouses.
- **Eco-friendly Practices:** Ditched printed materials and giveaways, opting for electronic communication to reduce paper use.
- **Environmental Impact:** Planting a tree with 'One Tree Planted', a non-profit organisation focused on global reforestation, for every business card received at our exhibitions.
- **Reduced Travel:** Streamlining service operations and exploring low-impact service concepts.

From targets to action (2/4)

2 Water management

In Plymovent's production process, not much water is required. Simultaneously, we are mindful of the value of water in our precious world. Water is a vital and shared resource that needs to be protected. In our water usage practices, we primarily rely on groundwater. The water we use for toilets and human consumption is separate from industrial waste, adhering to responsible water management. In our production locations, we use septic tanks that are emptied by a certified subcontractor, ensuring responsible and sustainable wastewater management.



From targets to action (3/4)

3 Resources and waste

At Plymovent, we predominantly generate non-hazardous waste. For all waste, we created a proper internal waste management procedure aligned with laws and regulations for the handling and disposal of waste from our operations, minimizing the risk of potential spills. Besides we invest in:

- **Plastic and foam reduction initiatives** and explore more sustainable packaging alternatives, across all our production and assembly locations. Research & Development (R&D) plays a crucial role in driving this significant change.
- **Usage of recycled carton material.** Currently, 90-95% of our carton used is recycled.
- Sustainable design principles into our Research & Development organisation, especially in material choices.
- **Supplier environmental evaluation** and close collaboration during product design to get their input on how to reduce the environmental impact of our products.

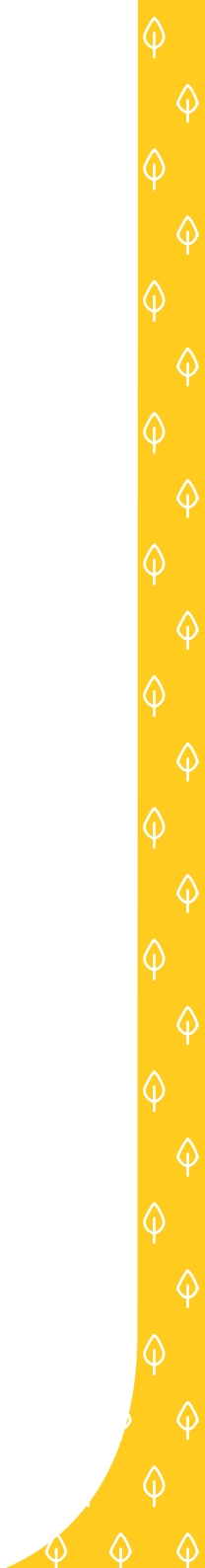
From targets to action (4/4)

4 Product Stewardship and Circular Economy

We have the ambition to go beyond just delivering high-quality, top-notch product solutions. We want to be pioneers in providing solutions that drive our customers toward a sustainable, more circular future. Finding alternative raw materials and lower-emission production technologies are key elements in securing our mission.

Our product line carries high-quality, durable, and reliable air-cleaning solutions, crafted without the usage of hazardous raw materials. Our design philosophy revolves around integrating recyclable materials whenever possible. In our quest for continuous improvement, we continuously improve the energy efficiency of our products while minimizing size and weight to reduce the raw material consumption and environmental impact of our products.

And that is exactly how we role at Plymovent!



Always keeping our policy relevant

Every year, the policy owner will take a close look at the policy and update it if necessary.

Let's stick to our policy! If someone chooses to disregard our policy, we may need to take appropriate action against the individual involved.

Any questions? Please contact the policy owner.

Policy owner



Name Peter van Aken

Position Commercial Director

Date 01.01.2024

Location Alkmaar

Signature

A handwritten signature in blue ink, enclosed in a rounded rectangular box. The signature appears to be 'P. van Aken'.

PLYMVENT[®]
clean air at work