

## Environmental policy

### Introduction

HANZA AB is committed to environmental responsibility across all its operations and throughout the full life cycle of its products and services. This policy sets the foundation for:

- Proactively managing environmental impacts and risks.  
Ensuring compliance with applicable environmental laws, regulations, and voluntary commitments.
- Supporting the achievement of environmental objectives and continuous improvement.
- Aligning with ISO 14001 principles and the Corporate Sustainability Reporting Directive (CSRD).

### Scope and applicability

This Policy applies to HANZA, its subsidiaries, and all employees, directors, and third parties acting on behalf of the company, including agency workers, consultants, and subcontractors. Affiliates may adopt their own environmental policies, provided they align with the principles outlined herein.

### Principles

HANZA is committed to the following environmental principles:

#### Environmental integration

- Integrate environmental considerations into strategic planning, operations, and decision-making processes.
- Promote circular economy principles, including resource efficiency, reuse, and recycling.

#### Climate and biodiversity

- Reduce greenhouse gas emissions.
- Identify and mitigate climate-related risks and opportunities.
- Minimize negative impacts on biodiversity, ecosystems, and natural habitats.  
Promote deployment of renewable energy.

## **Sustainable manufacturing**

- Use environmentally friendly technologies and processes.
- Apply the cluster model to reduce transport emissions and optimize resource use.

## **Pollution prevention and resource efficiency**

- Prevent pollution and minimize emissions to air, water, and soil.
- Use raw materials, water, and energy efficiently.
- Manage and reduce waste through responsible handling, reuse, and recycling.

## **Legal and voluntary compliance**

- Comply with all applicable environmental laws, regulations, and industry standards.
- Regularly evaluate compliance and adapt to evolving legal and stakeholder expectations.

## **Transparency and reporting**

- Measure, monitor, and report environmental performance in a transparent, timely, and reliable manner.
- Disclose environmental data in accordance with CSRD and EU Taxonomy requirements.

## **Stakeholder engagement**

- Engage with suppliers, customers, and other stakeholders to promote environmental responsibility across the value chain.
- Encourage sustainable practices in procurement and product development.

## **Objectives and continual improvement**

HANZA will:

- Establish measurable environmental objectives and targets at group and site levels.
- Monitor progress through key performance indicators (KPIs).
- Review and update objectives regularly to drive continual improvement.

## Roles and responsibilities

- **CEO:** Accountable for the establishment and review of this policy and ensuring its integration into business strategy.
- **Head of Quality:** Responsible for policy updates, implementation, and employee training.
- **Managers:** Ensure local compliance and support the achievement of environmental objectives.
- **All employees:** Must understand and comply with this policy and report any concerns or violations.

## Policy violations and whistleblowing

Any suspected violations of this policy must be reported to a manager. If unresolved, employees should follow the procedures outlined in HANZA's Code of Conduct and Whistleblower Policy.