

# VEROGUARD SYSTEMS HOLDINGS LIMITED

## ENVIRONMENTAL POLICY

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### 1. POLICY STATEMENT

The Company want our products, services and production to be part of a sustainable society.

We are committed to:

- (a) designing products to reduce their adverse environmental impact in production, use and disposal;
- (b) reducing resource consumption, waste and pollution in our operations;
- (c) taking a proactive approach regarding environmental legislation that affects our business.
- (d) encouraging suppliers, subcontractors, retailers and recyclers of our products to adopt the same environmental principles as the Company;
- (e) giving appropriate weight to this environmental policy when making future planning and investment decisions; and
- (f) setting targets and objectives, within the scope of the environmental management system, to achieve continual improvement and a sustainable development.

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### 2. SCOPE

The Company will:

- (a) comply with all applicable environmental legislation, regulations, licenses, industry guidelines and voluntary agreements and strive to operate to a higher standard than that required;
- (b) assign clear management and employee roles and responsibilities to ensure that the Company's environmental objectives and obligations are fully addressed;
- (c) identify and implement sustainable practices that incorporate resource conservation, waste minimisation and responsible environmental management;
- (d) establish a framework for the setting and review of environmental objectives and targets as part of our quality system;
- (e) deliver effective training and communication that will educate and inform staff, employees and contractors, and in doing so enable them to understand their responsibilities and contribute to improvements in the company's environmental performance;
- (f) communicate Company initiatives and progress in environmental performance to interested parties, such as employees, contractors, customers, suppliers, government agencies and the wider community; and
- (g) design products in an environmentally friendly manner, determine environmental requirements on products and services to be purchased and communicate these to our suppliers, as well as provide relevant information to customers and users.

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### 3. ACCOUNTABILITY

The requirements of this policy apply to all Company entities and employees.

Even though this policy applies to all entities and employees, the primary audience of this policy (i.e. the ones who are responsible for implementing the policy) is each business sector manager, and the local management of each Company entity and business unit.

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#### **4. HOW TO REPORT VIOLATIONS**

Employees are encouraged and expected to report incidents of non-compliance. Violations of this policy may be reported to the Board, either directly or via a manager, HR, an internal auditor, the Audit Committee or any other appropriate corporate body. Anyone reporting a violation shall, to the extent legally permissible, have the possibility to remain anonymous. Serious violations may also be reported to the Company Secretary where any employee can submit reports confidentially and anonymously, where legally permitted.

The Company has a non-retaliation rule and will ensure that there are no adverse work-related consequences for any employee who, in good faith, alerts management of possible violations of this policy.

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#### **5. FURTHER GUIDANCE AND ASSISTANCE**

This policy is the fundamental policy document. It sets the frame for the Company's compliance with rules and principles. There are equally binding directives, both global and local. Each employee is responsible for knowing which policies, directives and related documents that apply to them.