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LANCO Group GmbH Environment Policy Statement

The Management of LANCO Group is fully committed to the protection of the environment, prevention of pollution, energy saving, carbon neutrality, compliance with current environmental legislation and fulfilment of our compliance obligations.

The scope and context of this policy covers all LANCO Group operations and business support functions. The scope includes the design, manufacturing and maintenance of our products. The context includes our environmental obligations to Employees, Shareholders, Customers, Suppliers, Contractors, Neighbors, Environmental Groups, Environment Agency and Central and Local Governments.

The Environmental Management System (EMS) operated within LANCO Group is designed to comply with the requirements of ISO 14001:2015.

This policy will be reviewed annually and will be made available to all Interested Parties.

Our key commitments are to:

- Ensure that good environmental management is an integral part of our business culture by communicating the EMS policy to all employees.
- Strive to ensure that all employees, agency staff, contractors, customers and members of the public are aware of the environmental impacts of our business and understand how we can work together in order to meet the needs of our

business in a safe and sustainable manner. In this regard, we seek to provide leadership towards continual improvement.

- Report and audit our environmental performance as a means to improve accountability and to drive continual improvement of our EMS.
- Ensure that employees and other stakeholders are made aware of their individual responsibilities contained within our EMS by effective communication.
- Ensure that the relevant needs and expectations of Interested Parties are considered and met if deemed compliance obligations.
- Prioritize product durability and longevity to reduce the frequency of product replacement and, consequently, the overall environmental impact and waste generation.
- Plan to achieve our environmental objectives:
 - To reduce energy and resource consumption
 - To have a net zero carbon footprint for our production sites and offices by 2030
 - To minimize the amount of waste generated
 - To prevent pollution
 - To re-use and recycle where possible
- Maintain a high level of awareness of sustainability issues amongst our employees and integrate environmental management into training.
- Meet or exceed all relevant European and International legislative and regulatory requirements and agreements.
- Ensure that goods and services are procured in a sustainable manner and encourage our suppliers and contractors to improve their own environmental performance.

Date of last review: January 2024

Nicolas Abé

LANCO Group GmbH, CEO