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UNIVERSAL RUBBER MFG. NV

## INTEGRATED EMS POLICY

### Intent

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This Environmental Sustainability Policy formalises our commitment to supporting the principles of environmental sustainability and recognises that a sustainable environment is central to our lives and our work.

The aim of our Environmental Sustainability Policy is to:

- implement environmental actions within the company
- monitor the environmental actions and improvements internally
- communicate environmental initiatives internally and externally.

### Scope

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This policy and associated procedures apply to all employees, staff and contractors working for the company.

### Policy

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URM respects our relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts that human activity can impose and take actions to prevent degradation of those natural systems.

URM commits to the following principles and practices:

- Monitoring and managing our environmental performance and working towards targets set to reduce adverse impacts.
- Complying with relevant environmental policy, practices, regulations and legislation, and industry-specific legislation.
- Reducing the consumption of natural resources in daily operations, including water, paper and energy.
- Maximising the recycling of resources.
- Disposing of waste appropriately.
- Minimising pollution by taking steps to limit carbon emissions.
- Where possible, encouraging suppliers to meet high standards of environmental performance.
- Reporting on the company's environmental performance in both internal and external communications, where relevant.

The 17 UN SDGs are the guidelines within which we will frame our policy. This Environmental Sustainability Policy is the responsibility of the Management of URM

01/03/2024

Hugo Van Dyck

CEO