

WEME Global

Sustainability

We set ambitious goals toward reducing our environmental footprint and contributing to sustain our natural resources for our future generations – guided by the United Nations Sustainable Development (SDGs).

01 General Principles

We therefore expect our business partners, employees, and stakeholders

- to act with integrity toward our sustainability goals
- to comply with the environmental law applicable
- to embed this commitment into product development and business operations and
- to actively reduce own carbon footprint.

02 Leadership Commitment

Our accountability toward the environment is reflected in our products and processes and by measuring the effectiveness of our actions we are making this part of our strategic decision making and our daily life routines.

Management System An established environmental management system supports our activities through continuous improvement, transparency, impact measurements, and communication of our goals broadly and effectively.

Organization In our organization we assigned responsibilities to keep track of our efforts toward achieving our sustainability goals at all levels.

Growth We are aiming to increase economic growth without harming our planet or exhausting its resources.

Control Part of periodic management reviews are our environmental key performance indicators to evaluate risk, preventive actions and elimination of undesired effects contradicting with our non-financial targets and goals. Response Procedures in the unlikely events our products & services might cause a negative impact to the environment are in place and review for their accuracy regularly.

Competence We invest in our teams & organization to act toward our sustainability targets and invest in training and access to innovative environmental solutions. We actively pass on our knowledge to the communities on how to accelerate their sustainable targets.

Value Chain Our entire value chain from ideation to execution we put strong emphasis on reduction materials, travel, recycling or if can't be avoided utilization of the least harmful means to protect the environment.

- Technology** We are using our technological advantage to push boundaries and rethink processes to serve sustainable growth. Our innovative approach captures the entire product life cycle, from development through manufacturing and use, to reuse, recycling or disposal. Without compromising the performance of our products.
- Footprint** We are reducing our own environmental footprint wherever possible. Following waste management standards and recycling guidelines and encourage a paper free workspace. Minimize noise & light pollution. Reduce transportation by promoting digital collaboration with customers, suppliers, and employees.
- Partner** Our business partners contribute by committing to the principles of sustainable business and to environmental protection. Doing whatever is in their power.
- Improvement** Our tireless efforts to continuously improve our sustainability targets and reducing our environmental footprint requires us to apply systematic ways. Guided by our Sustainable targets, our [Quality, Environment, Health and Safety Standards](#) and [Code of Conduct](#) the Management Team put strong emphasis on combining the best of all worlds.

03 Report

- Report** We encourage every stakeholder to report any concerns or in case of uncertainty seek clarification to ensure Policy is always followed.

For more information see www.wemeglobal.com, contact WEME Global directly or use compliance@wemeglobal.com to get in touch.

04 Effective Date

Pursuant to Management Board decision of WEME Global GmbH on 28th August 2021

This policy extends to the operations and business activities of WEME Global and its affiliates. In case of conflict between the applicable laws of a country and WEME's policies, the law becomes precedence. Subject to changes and errors.

