

Environmental Policy of Unite

Policy data

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Role of the policy owner	Corporate Sustainability Internal
Role of the policy approver	Board Member Cross Functional Departments
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Revision history

Version	Date	Content	Creator	Approver
1.0	18.10.2023	Creation of the policy	Nora Reumschüssel	Peter Ledermann
2.0	04.05.2026	Update of the policy	Nora Reumschüssel	Peter Ledermann

Related Documents

This policy refers to other relevant documents that are necessary or supportive for its application or implementation:

- Energy Policy
- Waste Policy

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A Purpose of the policy

This policy sets out the position of Unite Holding SE and its affiliated companies (hereinafter: Unite) on the management of environmental and climate-related matters. It defines the relevant principles and responsibilities for Unite. In line with our company value of "Sustainability", we are actively committed to environmental protection. In doing so, we aim to minimise or entirely eliminate the negative impacts of our business activities on the environment. The following sections define, in particular, the relevant principles and responsibilities within Unite.

B Definitions

1 Employees

Employees are all individuals working at Unite, regardless of whether they are employed full-time, part-time, freelance, as student assistants, or interns. Management and executives are also considered employees.

2 Business Partners

Business partners are all those who have a contract with Unite or are in the process of negotiating one. This includes customers, suppliers, banks, landlords, insurers, and other service providers.

3 Greenhouse gases

Greenhouse gases are gaseous substances in the atmosphere that absorb thermal radiation and contribute to global warming.

C Scope of application

The Environmental Policy applies to all employees of Unite - including management and leaders - regardless of location and regardless of whether they are employed full-time or part-time, engaged on a self-employed basis, working as student assistants, or undertaking an internship. The Environmental Policy is also binding for all visitors to our offices at all locations.

D Responsibilities

The **Executive Board** of Unite approves this policy and all amendments to it.

Managers and leaders are responsible for:

- raising awareness among Unite employees of the need to comply with the principles;
- integrating the principles set out in this policy into business processes.

The competence team is responsible for:

- promoting awareness of climate change among employees in order to encourage environmentally responsible and efficient behaviour;
- monitoring and reporting on environmental performance;
- working closely with the Executive Board to implement the greenhouse gas reduction plan.

All Unite employees are responsible for applying the Environmental Policy set out here within their respective areas of responsibility.

E Principles & Requirements

1 Applicable environmental areas

Unite's Environmental Policy covers the following areas, in which we are committed to continuous improvement:

- Energy consumption and greenhouse gases
- Water
- Air pollution
- Materials, chemicals and waste
- Biodiversity
- Customer health and safety
- Promotion of sustainable consumption

2 Compliance with Environmental legislation

We comply with all applicable environmental laws and regulations at each of our locations. We consider these legal requirements as a minimum standard — one that we aim to exceed wherever possible.

3 Management of environmental performance

Unite actively promotes environmental performance across its internal processes and tangible assets. This includes in particular:

- Reducing energy, paper and water consumption to lower greenhouse gas emissions;
- Reducing overall waste volumes, promoting reuse and the use of recycled products;
- Taking ecological and social factors into account — including the protection of biodiversity and ecosystem services — when making procurement decisions

Unite develops new and adaptable, market-oriented solutions to manage environmental opportunities and risks arising from its business activities. In doing so, Unite places particular emphasis on involving its business partners and maintaining an active dialogue with them.

4 Monitoring of implementation

Unite ensures that the implementation of environmental measures is continuously monitored and documented. To this end:

- Unite's environmental principles are enshrined in a Code of Conduct, compliance with which is also expected of business partners;
- measurable targets are set to continuously monitor and improve environmental performance;
- an annual report on environmental performance is produced, including progress in the areas of climate protection and biodiversity.

5 Raising awareness and supporting employees

Unite promotes environmental and climate awareness among its employees through targeted training and financial support. The aim is to strengthen and embed environmentally responsible and resource-efficient behaviour in everyday working life.

6 Continuous improvement

We do not regard environmental and climate protection as a fixed status quo, but as a process that is continuously reassessed and improved. We therefore commit to reviewing and adjusting our environmental and climate protection targets on a regular basis.

7 Consequences of non-compliance

Unite relies on education, support and dialogue to promote compliance with this policy. Employees who have questions about the application of the policy or who become aware of possible violations are encouraged to contact their line manager or the relevant competence team. Where violations are identified, Unite will initiate appropriate measures to address the situation and prevent violations.

F Coming into effect

This policy comes into force when it is communicated to employees and remains valid until it is replaced by a new version or expressly cancelled. Unite informs all employees about this policy using the policy management tool. The policy is published in German and English. Unite will make additional information on this policy available to employees on the intranet (Confluence).

External parties can access and view the policy at <https://unite.eu/en-global/company/compliance>.

G Revision interval

This policy is reviewed at least once every two years and updated if necessary. Current legal requirements, internal incidents and best practices are taken into account. The Team Lead Corporate Sustainability Internal carries out this review, documents the results and communicates them to employees if the policy needs to be amended.