

Enviornmentental Policy

Policy data

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Role of the approving person	Board Member Cross Functional Departments
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Contact person for questions	Nora Reumschüssel (Corporate Sustainability Specialist)

Revision history

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1.0	18.10.2023	Nora Reumschüssel	Creation of the policy

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A Aim

This policy outlines the commitment and approach of Unite Holding SE and its affiliated companies (hereinafter 'Unite') towards environmental and climate concerns. It defines the relevant principles and responsibilities for Unite. We are committed to environmental protection in line with our corporate value of sustainability. In doing so, we want to minimise or completely eliminate the negative impact of our business activities on the environment. The relevant principles and responsibilities within Unite are set out below.

B Policy

1 Our motivation

Unite is deeply committed to environmental and climate protection. The company intends to significantly reduce or eliminate the environmental footprint of its business operations. Furthermore, it's determined to proactively combat climate change.

We achieve this by gradually integrating sustainable and environmentally friendly processes into all areas of our business. In addition, we are reducing our direct and indirect environmental impact by continuously improving our climate and environmental protection.

2 Who does the Environmental Policy apply to?

The Environmental Policy applies to everyone working for Unite (including management and senior staff), regardless of whether they are employed full- or part-time, self-employed, student workers or interns. The Energy Management Policy is also binding for all visitors to Unite's offices.

3 What types of environmental sectors are covered by the Environmental Policy?

To foster continuous improvement, this policy sets forth measures under 'Principles' encompassing:

- energy consumption and greenhouse gases
- water
- air pollution
- materials, chemicals and waste
- biodiversity
- customer health and safety
- promoting sustainable consumption

4 Compliance with environmental legislation

We comply with all applicable environmental regulations at our branches. We consider these legal regulations to be minimum standards that we should exceed whenever possible.

5 Principles

Unite's Environmental Policy includes the principles of managing environmental performance, monitoring the implementation of environmental performance and raising employee awareness.

Unite is taking the following measures to ensure each of these principles is upheld:

1. Managing the environmental performance

Unite support environmental protection by:

- (1) Promoting environmental performance that affects Unite's internal operations and physical assets:
 - Reducing energy, paper and water consumption to reduce greenhouse gas emissions
 - Reducing overall waste, promoting reuse and using recycled products
 - Taking account of environmental and social factors in procurement, including the protection of biodiversity and ecosystem services
- (2) Establishing environmental performance that affects our business activities (with particular focus on the inclusion and communication with our business partners)
 - Developing new, flexible market-aligned solutions to manage environmental opportunities and risks

2. Monitoring the implementation of environmental performance

Unite monitors the implementation of environmental measures by:

- Anchor our principles in a Code of Conduct, which we require our business partners to comply with
- Setting measurable targets to continuously monitor and improve Unite's environmental performance
- Reporting annually on our environmental performance (including our progress in relation to climate protection and biodiversity).

3. Raising awareness and supporting employees

Unite raises its employees' awareness by strengthening and expanding their environmental awareness through training and financial support.

6 Continuous improvement

We regard environmental protection and climate protection not as the status quo, but as an evolving endeavor. It's therefore committed to periodically reviewing and adjusting its environmental and climate objectives. This policy is reviewed annually and amended as necessary to keep up with the latest needs.

7 Responsibilities

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

The **environmental and managerial staff** are responsible for:

- Raising awareness of the principles among Unite employees,
- Integrating the principles set out in this policy into business processes.

The **Competence Team** is responsible for:

- Cultivating climate change awareness among employees to foster green habits,
- Monitoring and reporting on environmental performance,
- Working closely with Unite's Executive Board to execute the company's carbon-reduction pathway.

All Unite **employees** are responsible for applying the environmental policy set out here within their area of responsibility.