



# Environmental Policy

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Version	Date	Change	Creator
1.0	18 October 2023	Policy written	Nora Reumschüssel

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# 1. Purpose of this Policy

This policy outlines the commitment and approach of Unite Holding SE and its affiliated companies (collectively referred to as 'Unite') towards environmental and climate concerns and defines the relevant principles and responsibilities for Unite. In line with its core corporate value of sustainability, Unite seeks to protect the environment and endeavours to reduce or even negate the environmental impact of its business undertakings. The relevant principles and responsibilities within Unite are set out below.

## 2. Policy

### 1. Unite's motivation

This policy outlines the commitment and approach of Unite Holding SE and its affiliated companies (collectively referred to as 'Unite') towards environmental and climate concerns and defines the relevant principles and responsibilities for Unite. In line with its core corporate value of sustainability, Unite seeks to protect the environment and endeavours to reduce or even negate the environmental impact of its business undertakings. The relevant principles and responsibilities within Unite are set out below.

### 2. Applicability of the Environmental Policy

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 Environmental Policy is also binding for all visitors to Unite's offices.

### 3. Scope of the Environmental Policy

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

- Energy consumption and greenhouse gas emissions
- Water conservation and quality
- Mitigation of air pollution
- Management of materials, chemicals and waste
- Biodiversity preservation
- Ensuring customer health and safety
- Advocacy for sustainable consumption patterns

### 4. Compliance with environmental legislation

As well as adhering to the relevant environmental regulations at all its branches, Unite regards them as a minimum standard that should be exceeded whenever possible.

### 5. Principles

Unite's environmental management strategy hinges on three core three principles: managing environmental performance, monitoring the implementation of environmental measures and raising employee awareness.

To uphold these principles, Unite has instituted the following measures:

#### a) Managing environmental performance

Unite champions environmental protection as follows:

##### 1) Internal and infrastructural initiatives, such as:

- Curtailing energy, paper and water use to cut greenhouse gas emissions
- Reducing overall waste as well as encouraging item reuse and recycled products

- Prioritising environmental and societal considerations in procurement, including the safeguarding of biodiversity and ecosystem services

2) External initiatives focusing on Unite's business interactions, notably emphasising the engagement and dialogue with its business partners:

- Devising new, flexible market-aligned strategies to capitalise on environmental opportunities and counteract potential risks

#### b) Monitoring the implementation of environmental performance

Unite's approach to monitoring its environmental efforts includes:

- Establishing its principles in a Code of Conduct that business partners are obliged to honour
- Setting measurable targets to continuously monitor and improve Unite's environmental performance
- Publishing an annual environmental performance report detailing the company's progress in areas like climate change and biodiversity

#### c) Raising awareness and supporting staff

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

## **6. Continuous improvement**

Unite regards environmental protection and climate protection not as the status quo, but as an evolving endeavour. 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**

**Executive Board:** Holds the mandate for endorsing the Environmental Policy and any subsequent amendments.

**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 protocols

The **Competence Team** is responsible for:

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

All **Unite employees** are duty-bound to enact the Environmental Policy set out here within their area of responsibility.