

Environmental Policy

2025

Spring Family

agenda

Our Environmental Policy	3
All units are committed	3
Compliance with legal requirements	3
Continuous improvement	3
Responsibility and accountability	3
Communication	3
Education and awareness	4
Monitoring and evaluation	4
Policy review	4
Environmental procurement	4
Employee recognition	4
Thank you!	5

Our Environmental Policy

Point 1: All units are committed

All units are committed to protecting the environment and improving its environmental performance. We strive to act proactively and responsibly to minimize our impact on the environment and preserve natural resources for future generations.

Point 2: Compliance with legal requirements

We will comply with all applicable environmental laws, regulations, and other relevant requirements. We will ensure that our activities and processes are in line with these requirements and aim to exceed minimum standards.

Point 3: Continuous improvement

We are dedicated to continuously improving our environmental performance. We will set goals and measurements to assess our progress and identify areas where we can reduce our environmental footprint. See handbook section 4: Objectives.

Point 4: Responsibility and accountability

All employees will be encouraged to take responsibility for their actions and make decisions that align with our environmental goals. Further, the management team at Spring Production, ZUPA and ZITE are responsible for providing the necessary resources, support, and leadership to implement and maintain this environmental management system. The sustainability group, in collaboration with relevant departments, will oversee the management system's implementation, monitoring, and improvement.

Point 5: Communication

We will communicate this policy to all employees, stakeholders, and interested parties. We encourage active participation and feedback from employees to further enhance our environmental management practices. External communication with customers, authorities, and other stakeholders will be transparent, ensuring compliance with legal requirements while protecting confidential information. We will strive to engage stakeholders in our journey toward environmental sustainability. See handbook section 8

Our Environmental Policy

Point 6: Education and awareness

We will ensure that our employees, suppliers, and other stakeholders have the necessary knowledge and awareness of environmental issues. We will provide training and education to foster a culture of environmental awareness and sustainability within Spring Production, ZUPA and ZITE.

Point 7: Monitoring and evaluation

We will establish guidelines for regular monitoring and evaluation of our environmental performance and environmental management system. We will ensure that appropriate measures are in place to track our progress and identify areas for further improvement.

Point 8: Policy Review

This policy will be reviewed annually during the management review process to ensure its continued suitability and effectiveness. Any necessary updates or revisions will be made to align with changing circumstances, objectives, and legal requirements.

Point 9: Environmental Procurement

As part of our commitment to sustainable and environmental responsibility, our policy within procurement is routed in this. We do supplier evaluation, choose Eco-friendly and green products when possible. We consider reuse, life cycle and recycling when purchasing IT.

Point 10: Employee Recognition

We are including all employees and encouraging them to take part in our initiatives. The suggestions we take and roll out globally are rewarded to enhance the motivation and have people engaged.

Environmental Policy

Thank you.