



## **Witt Environmental policy**

### **Introduction and Purpose:**

As a distinguished global brand house and producer of diverse product categories, Witt Invest and subsidiaries (hereinafter referred to as “Witt”) understand the pivotal role we play in shaping environmental outcomes. To this end, we have meticulously crafted an Environmental Policy, a strategic blueprint guiding our journey towards a sustainable future while meeting the expectations of our stakeholders with unwavering fidelity.

The purpose of the Environmental Policy is to prevent and control potential risks to the environment and it will be reviewed year on year.

### **Scope**

This policy applies globally to the management, employees, and contract workers of all entities of Witt. The policy also applies to situations where Witt employees are working at external locations.

### **Climate Change:**

At Witt, we recognize the urgent need to address climate change, one of the most pressing challenges facing our planet. We are engaged in taking measures to both mitigate our greenhouse gas emissions and adapt to the inevitable impacts of climate change. Our Environmental Policy is guided by the following principles:

#### 1. Commitment to Climate Change Adaptation and Mitigation:

We are committed to both adaptation and mitigation efforts to address climate change. Our adaptation efforts focus on building resilience to the changing climate, minimizing risks, and safeguarding our operations, communities, and supply chains against climate-related hazards such as extreme weather events and resource scarcity.

In parallel, we recognize the urgent need to mitigate greenhouse gas emissions to limit global warming and mitigate the severity of climate change impacts. We are continuously looking for ways to reduce our carbon footprint through the adoption of cleaner technologies, energy efficiency measures, renewable energy sources, and sustainable practices across all aspects of our operations.

#### 2. Specific Strategies for Reducing Greenhouse Gas Emissions:

We have developed specific strategies for reducing greenhouse gas emissions in line with our commitment to climate action. These initiatives include:

- Investing in energy efficiency measures to reduce energy consumption and minimize emissions from our operations.
- Transitioning to renewable energy sources such as solar, wind, and hydro power to reduce reliance on fossil fuels and lower carbon emissions.
- Implementing sustainable transportation practices, including electrification of our vehicle fleet and promoting alternative modes of transportation to reduce emissions from transportation.



- Optimizing resource use and minimizing waste generation through circular economy principles, waste reduction initiatives, and sustainable procurement practices.
- Engaging with suppliers and partners to reduce emissions throughout our value chain by promoting sustainable sourcing, supply chain transparency, and collaboration on emission reduction initiatives.

### 3. Plans for Adapting to Climate Impacts in our Operations:

We have developed plans for adapting to climate impacts in our operations to ensure business continuity and resilience in the face of changing climate conditions. These plans include:

- Conducting climate risk assessments to identify potential vulnerabilities and impacts of climate change on our operations, supply chain, and infrastructure.
- Implementing adaptation measures such as upgrading infrastructure, improving water and electricity management practices on a day to day basis, and enhancing disaster preparedness and response capabilities.
- Incorporating climate considerations into our business planning, investment decisions, and risk management processes to future-proof our operations and minimize climate-related risks.

### **Energy:**

At Witt, we are committed to fostering environmental stewardship, promoting sustainable practices, and minimizing our carbon footprint. Recognizing the critical role energy plays in our operations and its impact on the environment, we have formulated the following energy policy to guide our actions:

#### 1. Commitment to Energy Efficiency:

We are dedicated to optimizing energy efficiency across all facets of our operations. Through the adoption of innovative technologies, continuous monitoring, and employee engagement initiatives, we strive to minimize energy waste and maximize resource utilization.

Our commitment to energy efficiency extends to the design and maintenance of our facilities, equipment, and processes. We prioritize investments in energy-efficient systems and practices to minimize our environmental impact while enhancing operational performance.

#### 2. Exploration and Implementation of Renewable Energy Sources:

We recognize the importance of transitioning towards renewable energy sources to mitigate climate change and reduce dependence on fossil fuels. As part of our commitment to sustainability, we will actively explore, evaluate, and integrate renewable energy solutions into our energy portfolio.

Through partnerships, investments, and strategic collaborations, we aim to accelerate the adoption of renewable energy technologies such as solar, wind, hydro, and geothermal. By diversifying our energy sources, we seek to enhance resilience, reduce greenhouse gas emissions, and contribute to a cleaner, more sustainable energy future.



### 3. Targets for Reducing Overall Energy Consumption:

We acknowledge the imperative to reduce our overall energy consumption to achieve our sustainability goals. To this end, we have established efforts to drive measurable improvements in energy efficiency and conservation.

These efforts will be followed, reviewed and updated, to progressively reduce our energy consumption while maintaining operational excellence.

### **Pollution:**

At Witt, we are committed to minimizing pollution, preserving environmental quality, and safeguarding public health. Recognizing the significant impact of pollution on ecosystems, communities, and global sustainability, we have formulated the following pollution policy to guide our actions:

#### 1. Commitment to Reducing Air Pollution:

We are looking at efficient ways to reduce air pollution emissions associated with our operations through the implementation best practices. This commitment will over time encompasses the reduction of greenhouse gases, particulate matter, volatile organic compounds (VOCs), and other air pollutants, when these are relevant in our business dealings.

Our approach to reducing air pollution includes investing in cleaner technologies, optimizing processes, and promoting energy efficiency. Through continuous improvement initiatives and stakeholder engagement, we aim to minimize our carbon footprint and improve air quality in the areas where we operate.

By 2030 we aim to have all staff vehicles at Witt run on green energy. For daily transfer around the premises we use golf carts and other electric vehicles.

#### 2. Management of Substances of Concern:

We recognize the importance of managing substances of concern, including hazardous chemicals, pollutants, and contaminants, to prevent environmental degradation and protect human health. As part of our pollution management efforts, we are committed to identifying, evaluating, and mitigating the risks associated with these substances. We are importing goods that are compliant with both the REACH regulation as well as RoHS.

Our approach to managing substances of concern involves adopting a precautionary principle, substituting hazardous materials with safer alternatives whenever feasible. We also prioritize transparency and stakeholder engagement in our chemical management practices.

#### 3. Framework for Monitoring and Controlling Pollution:

We are looking at ways to implement a framework for monitoring and controlling pollution across our operations to ensure compliance with regulatory requirements and industry standards. This framework will include monitoring, reporting, and verification procedures to track our environmental performance and identify areas for improvement.



Through the implementation of pollution prevention measures, pollution control technologies, and pollution mitigation strategies, we aim to minimize our environmental footprint and mitigate potential impacts on ecosystems, biodiversity, and human health. We also recognize the importance of engaging with local communities, regulators, and other stakeholders to address concerns and collaborate on pollution management initiatives.

### **Circular Economy:**

At Witt, we are committed to advancing the principles of the circular economy to promote sustainability, minimize waste, and maximize resource efficiency. Recognizing the importance of transitioning from a linear 'take-make-dispose' model to a circular approach that prioritizes resource conservation and regeneration, we have formulated the following circular economy policy to guide our actions:

#### 1. Commitment to Circular Economy Principles:

We are dedicated to embracing circular economy principles throughout our operations, supply chain, and product lifecycle. This commitment entails designing out waste and pollution, keeping products and materials in use, and regenerating natural systems to create a closed-loop system that minimizes environmental impact.

By prioritizing circularity, we seek to decouple economic growth from resource consumption, reduce our reliance on finite resources, and create value in a sustainable and responsible manner.

#### 2. Strategies for Resource Use Optimization:

We are committed to optimizing resource use by adopting strategies that prioritize efficiency, innovation, and sustainability. This includes optimizing material inputs, energy consumption, and water usage across our operations to minimize waste and maximize resource productivity.

Our approach to resource optimization encompasses product design for durability, reparability, and recyclability, as well as the adoption of circular business models such as remanufacturing to extend product lifecycles and minimize resource extraction.

#### 3. Waste Reduction and Recycling Initiatives:

We recognize the imperative to reduce waste generation and promote recycling as key components of our circular economy strategy. As such, we have implemented a range of waste reduction and recycling initiatives aimed at minimizing waste sent to landfill, conserving resources, and promoting a circular materials economy.

These initiatives include waste audits, source reduction measures, segregation and sorting programs, and partnerships with recycling facilities and waste management providers to ensure that materials are recovered, recycled, and reintegrated into the production process whenever possible.

At our After Sales Center (ASC) we repair faulty items, which is then resold at our Outlet store.

**Overall Conclusion and Commitment:**

Our organization, Witt, stands firmly committed to sustainability and responsible environmental practices across all facets of our operations. We understand the profound impact our activities have on the environment and recognize the urgent need to take proactive measures to mitigate these impacts. Our Environmental Policy serves as a roadmap, guiding us towards a more sustainable future while aligning with the expectations of our stakeholders.

With a focus on industries that heavily utilize resources and have high potential for circularity, such as electronic products, batteries, e-commute vehicles, and packaging, we acknowledge our responsibility to continuously seek ways to minimize our environmental footprint. Through this commitment, we aim to understand, protect, and enhance ecosystems and biodiversity while optimizing our use of natural resources.

Moreover, we recognize climate change as one of the most pressing challenges of our time. Our Climate Change section reflects our dedication to both adaptation and mitigation strategies, emphasizing the importance of reducing greenhouse gas emissions through the adoption of cleaner technologies, renewable energy sources, and sustainable practices across our operations. Additionally, we have developed plans to adapt to climate impacts, ensuring business continuity and resilience in the face of changing environmental conditions.

In terms of energy management, our organization is committed to promoting energy efficiency, exploring renewable energy sources, and setting targets for reducing overall energy consumption. By prioritizing energy efficiency measures and embracing renewable energy technologies, we aim to minimize our carbon footprint while maintaining operational excellence.

Furthermore, our Pollution section underscores our commitment to minimizing pollution, managing substances of concern, and implementing robust frameworks for monitoring and controlling pollution across our operations. Through continuous improvement initiatives and stakeholder engagement, we strive to minimize our environmental impact and contribute to a healthier, more sustainable future.

Lastly, our Circular Economy section reflects our dedication to advancing circular economy principles, optimizing resource use, and promoting waste reduction and recycling initiatives. By prioritizing circularity throughout our operations and product lifecycle, we aim to create a closed-loop system that minimizes waste and maximizes resource efficiency, ultimately contributing to a more resilient and equitable economy.

We encourage all employees and stakeholders to actively contribute to the implementation of these policies, fostering a culture of environmental responsibility and sustainability throughout our organization. Together, we can make a meaningful difference in building a more sustainable future for generations to come.

**Continuous Review**

We conduct review of our policies, procedures, and effectiveness in addressing these issues, with the aim of enhancing our practices and ensuring ongoing compliance.



All employees, partners and suppliers can report breaches of this Policy, which can be done in confidence, to our Whistleblower platform on <https://witt.indberet.nu/>

A handwritten signature in black ink, appearing to read 'A. Witt', with a long horizontal stroke extending to the right.

Allan Witt – Founder and CEO