

# Environmental Policy

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## 1. Introduction

As a globally operating company with over 10,000 employees, Greiner takes its environmental responsibility seriously. To contribute to sustainable and positive change, it is essential to firmly embed sustainability principles in our thoughts and actions. At Greiner, sustainability is a central and interdisciplinary theme that touches and impacts all areas, functions, and stakeholders.

This policy establishes a common understanding of the principles that apply to Greiner in the areas of environment, climate, and resource protection and how these are to be implemented. It describes roles and responsibilities, as well as the principles to be applied, with the aim of making a positive contribution in all divisions, operational units, and business areas worldwide in the long term.

Consistent and effective environmental protection can only be realized by complying with all applicable legal environmental requirements, continuously improving environmental performance, and working closely with stakeholders along the entire value chain. This approach is supported by setting clear guidelines and goals, as well as implementing management systems or supplier commitments.

The Blue Plan (Greiner's Sustainability Strategy) provides the strategic framework for Greiner's sustainability agenda and is based on the three pillars of climate protection, circular economy, and people. It is operationalized along with corresponding targets that are regularly monitored and adjusted.

In addition to internal guidelines, Greiner has externally committed to the Paris Climate Agreement, underscored by setting scientifically recognized corporate goals known as Science Based Targets.

## 2. Principles

- Risks and environmental impacts are continuously identified from both inside-out and outside-in perspectives, evaluated, and reported on their progress as part of Greiner's risk management. Based on this assessment, appropriate countermeasures are developed, and further activities to protect the environment and climate and avoid negative impacts are implemented. This includes setting group-wide targets or implementing effective management systems (e.g., ISO 14001) that contribute to the continuous improvement of processes and clear responsibilities. Furthermore, Greiner complies with all legal regulations worldwide, as well as all applicable requirements in each country where Greiner operates.
- Every environmentally relevant incident is reviewed, and appropriate measures are defined. Employees and business partners are also encouraged to report any violations via the whistleblowing platform [www.tell-greiner.com](http://www.tell-greiner.com).
- Measuring, analyzing, and continuously reviewing environmental performance and related metrics serve to set measures in a timely and targeted manner and to align strategic decisions accordingly. This is published in the annual integrated business and sustainability report of the Greiner Group.

- All employees are encouraged to proactively engage in sustainable improvements. To foster this involvement, a broad range of trainings, information, and instructions are available. This is complemented by the introduction of corresponding global standards and the provision of appropriate resources.

## 2.1. Material Procurement and Use

For Greiner, the efficient and sustainable use of materials is of crucial importance. We prioritize the ongoing improvement of resource efficiency, waste prevention, the gradual increase in the use of secondary materials, and the closing and optimizing of existing material cycles. Bio-based and biodegradable materials are used where it is ecologically and economically sensible. When procuring these materials, we consider recognized certification systems and responsible land use.

The group-wide guidelines and standards for sustainable supply chains are anchored in the Greiner Code of Conduct and the Sustainable Procurement Policy, both of which can be publicly viewed on our website. Compliance with these guidelines also applies to our business partners, ensuring that all parties contribute to an ethically correct, ecologically sustainable, and socially acceptable way of doing business.

The procurement of raw materials is conducted under applicable principles and ethical standards concerning land, forest, and water rights. This includes avoiding any form of forced expropriation. Details and the escalation matrix used in cases of non-compliance are outlined in the Sustainable Sourcing Policy. To verify compliance with these principles, Greiner relies on third-party supplier evaluations and internationally recognized sustainability ratings (e.g., EcoVadis) and audits.

## 2.2. Logistics and Storage

As part of its Science Based Targets commitment, Greiner aims to reduce greenhouse gas emissions from both upstream and downstream transportation. Key steps include shortening transport routes, increasing the use of environmentally and resource-friendly means of transport, optimizing route planning, and implementing innovative transport solutions.

In addition to sustainable procurement and transportation of materials and goods, Greiner emphasizes the safe and proper storage and handling of these items, especially chemicals and hazardous substances. Greiner adheres to all relevant national and international regulations and guidelines, including the REACH regulation, which governs the registration, authorization, restriction, and evaluation of chemical substances. This ensures the protection of employees and

the environment. Consequently, the use of chemicals in production strictly complies with applicable regulations and requirements to ensure product safety and health.

### 2.3. Energy and Emissions

Greiner is committed to the continuous improvement and sustainable alignment of energy use, focusing on both energy mix and energy efficiency. Key areas of focus include:

- Procurement of energy-efficient products and services
- Increase number of sites with management system according to ISO 14001 and ISO 50001 standards
- Use of state-of-the-art technologies and machines
- Implementation of targeted energy efficiency projects
- Increase in the share of renewable and self-produced electricity
- Avoidance of cooling systems with refrigerants and/or switching to refrigerants with lower GHG potential where technically feasible

These measures and projects are based on the precise monitoring and continuous analysis of both direct (gas and fuels) and indirect (electricity, heat, cold, steam) energy sources and their consumption, as well as the targeted avoidance of any potential losses.

### 2.4. Water

Although the production processes of the Greiner Group are not characterized by high water intensity, it is essential to reduce water consumption and achieve continuous improvement in water use. This is intended to make an important contribution to the protection of this limited resource, especially in areas with an increased risk of water stress or scarcity. Key areas of focus include:

- Efficient use of water in various processes
- Responsible selection of extraction sources
- Compliance with all legally prescribed requirements and limits
- Increase number of sites with management system according to ISO 14001 standard
- Assessment of water risk and water stress at the site level
- Ensuring appropriate water treatment if necessary and in compliance with all applicable regulations
- Immediate repair of leaks

## 2.5. Waste

Targeted measures aim to prevent waste from entering ecosystems globally, with a primary emphasis on gradually reducing both internal and external waste generation. Key areas of focus include:

- Compliance with the waste hierarchy according to the EU Waste Framework Directive (RL2008/98/EG)
- Optimized and efficient production processes
- Prevention of environmental pollution through emissions and waste in soil, air, and water (e.g., pellet loss, avoidance of leakages)
- Continuous training and awareness-raising on waste prevention and waste separation
- Ongoing improvement through regular analysis of waste data and clear targets
- Collaboration with qualified and certified disposal service providers
- Long-term group-wide goals to eliminate landfill waste and increase the proportion of recycled waste

## 2.6. Product Design and Use

It is essential to avoid harmful chemicals and substances in products and processes to minimize potential risks and impacts on the health and safety of employees and users. In this context, Greiner relies on various measures to ensure product safety and health in all processes - from product development through production and distribution to customer service. Additionally, customer feedback on products is actively sought. This dialogue is crucial to quickly address any concerns, best meet stakeholder needs, and continuously improve all products and processes.

To advance the circular economy and gradually close material cycles, products must be designed to be reusable, recyclable, or compostable. Greiner relies on innovation, various collaborations, and cooperation with different stakeholders along the value chain. The following principles apply to promoting a functioning circular economy, which also covers the requirements of European legislation, such as the Ecodesign for Sustainable Products Regulation (ESPR) or the Packaging & Packaging Waste Regulation (PPWR):

- Efficient use of materials
- Reduction of primary material use where possible
- Fostering internal recycling
- Gradual use of secondary instead of primary materials
- Use of bio-based or renewable raw materials
- Avoidance of substances, that inhibit circularity
- Promotion of reusable products, solutions, and services

- Extension of product lifespan (e.g. by applying concepts like design for recycling, reparability, and recoverability)
- Development and establishment of new and sustainable business models
- Introduction of product take-back concepts at the end of the product life cycle

### 3. Scope of application

The principles outlined in this document apply worldwide to Greiner AG and all companies in which Greiner AG directly or indirectly holds more than 50 percent. This policy is effective from March 1, 2025.

We expect all Greiner companies and their employees to adhere to the principles embedded in this policy and to actively support the goals and measures set at the group level in the area of environmental and resource protection.

## **Greiner Environmental Policy**

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