

Policy Statement on Environment

POL.18

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POLICY STATEMENT ON ENVIRONMENT

Our purpose is to responsibly produce essential ingredients for a sustainable future. In doing so we are committed to minimising environmental impacts at all our sites with a particular focus at our production facilities and mining areas, where our potential impacts are greatest. We aim to lead our industry in environmental performance and standards, we align with national and international principles and adhere to legal requirements.

- We aim to support sustainable ecosystems, protect biodiversity and use resources efficiently in our activities.
- Our approach to procurement and consumption reflects our focus on improving our practises, to ensure a sustainable future.
- We identify environmental and climate change impacts from our activities, evaluate risks and opportunities, establish monitoring systems and mitigating actions.
- We set targets, resource and implement projects to reduce our environmental impact.
- We identify our product life cycle, monitor our carbon and water footprint and have established ambitious carbon, energy and water reduction projects.
- We adhere to our environmental management system, conduct regular audits, and continuously improve environmental standards.
- We develop action plans for water use and protection as part of environmental impact assessments.
- We protect endemic species, wildlife, and biodiversity in our impact area through "Biodiversity Protection and Monitoring" studies.
- Through our community engagement and social investment strategies we support and develop local livelihoods.
- We have a zero waste initiative, ensure appropriate and safe handling of waste and promote reuse and recycling.
- We communicate our environmental policy and actions with stakeholders and expect our upstream and downstream partners to adopt the same standards.
- We provide sustainability and environmental awareness training to our employees and are encouraging our stakeholders to participate.
- We have strategies to restore mine and production areas at end of life.
- We ensure confidential reporting of policy breaches or concerns via available we•speakup reporting channels and wespeakup@wesoda.com. We evaluate reports from an ethical and legal perspective and protect whistleblowers from reprisals.
- We enforce disciplinary actions, up to employment termination, for policy breaches by employees.

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