

Environmental & Sustainability Policy Statement

Purpose

The purpose of this Environmental and Sustainability Policy is to articulate the J de Jonge group's commitment to sustainable and responsible business practices that minimize our environmental impacts, promote conservation, and contribute to a more sustainable future. This policy reflects our dedication to environmental stewardship and corporate sustainability.

Scope

This policy applies to all employees, stakeholders, contractors, vendors, visitors, and authorized representatives acting on behalf of the J de Jonge group. It includes all aspects of environmental sustainability, including

Policy statements

- Resource conservation

The J de Jonge group is committed to preserving natural resources such as water, energy, and raw materials by adopting efficient processes and practices.

- Waste reduction and recycling

We are dedicated to monitoring and reducing our waste production, as well as promoting recycling, reuse, and responsible disposal practices throughout our operations.

- Energy efficiency

The J de Jonge group will decrease its energy consumption and encourage the use of renewable and clean energy sources whenever possible.

- Emission reduction

We aim to lower greenhouse gas emissions by adopting energy-efficient technologies such as low-to-zero carbon emission vehicles.

- Sustainable procurement

We will prioritize environmental sustainability criteria in our selection of suppliers and products, favouring those with eco-friendly and sustainable certifications.

- Environmental compliance

The J de Jonge group will follow all applicable environmental laws, regulations, and standards in every location where we conduct business.

- Environmental awareness

We will implement training and awareness programs for employees to encourage environmentally responsible behaviours and practices.

- Reporting and transparency

The J de Jonge Group is committed to transparency in our environmental sustainability initiatives by regularly updating stakeholders and the public on our progress, achievements and challenges.

Creating the next gen industry

Responsibilities

- The CEO is ultimately responsible for ensuring the implementation of this policy and providing resources necessary to achieve environmental objectives.
- The quality and sustainability department is responsible for implementation planning and reporting, as well as the improvement planning to close the PDCA cycle.
- Department heads and business unit managers are responsible for implementing environmental initiatives within their respective areas and allocating resources accordingly.
- All employees are expected to adhere to this policy and actively contribute to environmental conservation and improvement efforts.

Key Performance Indicators*

- We aim to reduce our CO2 emissions in scope 1, 2 and business travel by 19% in 2026 based on our 2022 performance.
- We aim to reduce our environmental impact from our domestic waste generation by 25% and increase our recycling rate to 80% in 2027 based on our 2023 performance.
- We aim to provide carbon emissions calculation and reduction on projects to our clients in 2024.

* These KPI's are formulated based on the measurements in our current facilities. In or before 2027, we aim to move to a new climate-neutral facility, which will contribute to a significant improvement in reducing our environmental impacts and enhancing sustainability.

Policy review

- An annual review of environmental performance will be conducted internally to assess progress toward objectives and identify areas for improvement. External auditors will be involved in our environmental management system to ensure the credibility of our process.
- The sustainability department will oversee the review process and make recommendations for adjustments to the policy as needed.

This policy applies to all business entities under J. de Jonge Group and will be revised as needed but reviewed at least every 3 years.

Vlaardingen, 28-05-2024



Alexander de Jonge
CEO

Revision date: 22-04-24 Rev.0

Creating the next gen industry