

discoverIE Group plc

Environmental Policy – January 2022

1.1 Purpose

This Policy defines the commitment of discoverIE Group plc ('discoverIE') towards environmental management and protection, minimising the potential negative impact our businesses may have on the environment over the longer term. The principles expressed in this Policy reflect discoverIE's belief that strong environmental governance is at the centre of the long-term strategy of the Group. discoverIE's Board of Directors has ultimate responsibility for the implementation of this Policy, and the executive team of each business unit must take direct responsibility for ensuring adoption of this Policy throughout their business unit, together with relevant guidance and training, and appropriate safeguards, monitoring and resources, in order to ensure compliance with this Policy.

1.2 Scope

This Policy applies to:

1.2.1 all legal entities worldwide owned directly or indirectly by discoverIE, including subsidiaries, branches and affiliates (collectively the "Group"); and

1.2.2 all Group employees worldwide.

All suppliers are expected to operate their businesses in a way that supports discoverIE's environmental commitments.

1.3 Principles

The Group recognises the serious threat posed by climate change and the urgent need for meaningful action. We are committed to continually reducing the environmental impact of our sites and operations by using natural resources and energy efficiently. This includes the following aspects:

1.3.1 **Energy and Greenhouse Gases:** The Group is committed to reducing its energy consumption from non-renewable sources and the direct and indirect (Scope 1 and 2) greenhouse gas emissions of its operations, as part of the Group's action on climate change. The Group has set a carbon emission reduction target, aiming to reduce like-for-like Group emissions intensity by 50% (from 2019 levels) by 2025 through a combination of switching to renewable sources for purchased electricity, implementing energy reduction measures, installing renewable energy electricity sources on site, electrifying vehicles and reducing onsite gas consumption.

1.3.2 **Natural resources:** The Group aims to reduce water usage and to prevent harmful emissions or pollution releases into the natural environment.

1.3.3 **Waste:** The Group aims to minimise the amount of waste generated and to recycle and divert waste from landfill wherever possible.

1.3.4 Product sustainability:

- (a) The Group supports the global transition to a green economy through the products that it designs and manufactures. In particular, we produce products that are used in wind and solar energy generation, products that support the electrification of transportation, and products that improve connectivity, reducing the need for travel. The Group will continue to support product innovation in these areas.
- (b) The Group also aims to minimise the use of substances of concern in both its products and production processes, and to reduce the production of waste and hazardous waste both in the Group's operations and at the end of a product's lifecycle.

1.3.5 Environmental Management System: The Group is continuing to implement ISO 14001 accreditation across its operations.

1.3.6 Monitoring and reporting: The Group is committed to continuously monitoring, measuring, evaluating and improving the environmental performance of its operations. The Group will continue to consult with stakeholders on environmental issues and ensure that employees and suppliers are aware of the Group's environmental principles and support the commitments set out in this Policy in their work. The Group will report regularly on progress and environmental issues when they arise.

1.3.7 Responsible sourcing: The Group is committed to ensuring that its businesses source raw materials and manufacture products in a responsible, ethical and sustainable manner. discoverIE requires each of the Group's businesses to comply with all relevant environmental legislation and regulatory requirements in the regions in which they operate, to adhere to voluntary standards where appropriate, and to work with suppliers to ensure that they conduct business in a manner that embraces sustainability and reduces environmental impact. The Group also requires its businesses to have strict procedures in place in respect of sourcing products or raw materials containing 3TG minerals, as set out in the Group's Conflict Minerals Policy (available at www.discoverIEplc.com).