

Climate and Environment Policy

Our approach to climate change,
environmental protection and
responsible resource use



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Purpose and abstract

This Policy sets the environmental principles and requirements that guide how we work at Sidel. It explains what we require from our people and how we manage our impact on climate, natural resources and the environment.

Good to know: Our detailed targets, methods, controls and reporting requirements are defined in the relevant strategies, processes and operational documents.

In summary, we seek to:

- Comply with applicable environmental requirements;
- Work towards our approved climate targets;
- Manage resources responsibly and seek to minimize environmental impacts;
- Ensure reliable environmental information, prompt reporting and continuous improvement.





Scope

THIS POLICY APPLIES WORLDWIDE TO ALL:

- All Sidel Group legal entities and to all employees, managers, temporary workers and trainees;
- Contractors acting under our direction must follow the environmental requirements applicable to their work;
- Suppliers and other business partners are governed by their contracts, the Supplier Code of Conduct and other requirements applicable to their relationship with Sidel Group.

LOCAL LAWS



Where applicable local law imposes stricter requirements, the stricter requirements apply.



Policy Statement



Policy statement

We comply with applicable environmental laws and requirements.

We work towards our approved climate targets, including reducing Scope 1 and Scope 2 greenhouse gas emissions by 72.8% and Scope 3 greenhouse gas emissions by 30% by 2030 (2019 base year), and achieving net-zero greenhouse gas emissions by 2050.

OPERATIONS & RESOURCES

We seek to

- prevent pollution and manage emissions, waste and wastewater responsibly;
- use energy, water and materials efficiently;
- maintain 100% renewable purchased electricity coverage at our own sites;
- assess relevant climate and environmental risks and take proportionate action.

PRODUCTS & CUSTOMERS

We seek to:

- Improve the energy, water and material efficiency of our products where relevant;
- consider environmental impacts when developing products and services;
- ensure environmental claims are accurate, substantiated and supported by reliable information.

RESPONSIBLE SOURCING

We seek to:

- address relevant environmental risks through our responsible sourcing activities;
- consider environmental criteria when making sourcing decisions, where relevant and proportionate.



Compliance



How do we control compliance with the policy?

We monitor compliance and environmental performance on an ongoing basis through approved targets and KPIs, environmental management systems, management reviews, audits, assurance activities, incident reviews and corrective actions. The nature and frequency of monitoring are based on applicable requirements, environmental risk and business need.

Report an environmental incident, material risk, suspected breach, inaccurate environmental data or potentially misleading environmental claim through your manager or the applicable HSE, ESG, Compliance or whistleblowing channel.

- ✓ **RAISE YOUR VOICE**
- ✓ **Follow the Whistle Blowing procedure**



Sidel will take appropriate action in response to reported incidents, risks, concerns or breaches. Actions will be proportionate to the nature and severity of the issue and may include corrective measures and follow-up monitoring

Exceptions?

There are no exceptions to this Policy. Local implementation measures may differ where required by law or where they provide equivalent or stronger protection, provided they do not reduce a requirement stated in this Policy

How amendments are made

- This Policy may be modified by its owner, the Global Process Leader. The modification must be approved by the Corporate Governance Council.
- This Policy enters into force on the validation date set out in the versioning table.
- This Policy must be assessed annually. A Policy must never remain more than three years without being assessed and, if required, updated.





Consequences and disciplinary measures

What will happen in case of a breach of this policy?

- Suspected breaches of this Policy will be investigated and addressed in accordance with applicable law and Sidel procedures. Criminal violations may be reported to the competent authorities where required.
- Appropriate corrective actions will be taken based on the nature and significance of the issue.
- Individual disciplinary measures may apply where a person knowingly or negligently fails to comply with applicable environmental requirements, obligations or controls.
- No employee will suffer retaliation for reporting a concern in good faith or refusing an instruction that would violate applicable law or this Policy.
- Company-wide environmental targets are monitored through approved targets, KPIs and management processes. Failure to achieve a target does not, by itself, constitute individual misconduct.



Anything else you need to know



Roles & responsibilities



Policy Owner

EVP Go To Market

Accountable for the Policy, its continued relevance and its submission to the CGC



Policy Driver –

The VP Strategy & Sustainability drives this Policy

Coordinates implementation, maintains the approved target and KPI framework, monitors performance and proposes updates



Corporate Governance Council (CGC)

Approves this policy and all amendments



Managers and site leaders

Ensure that applicable environmental requirements and controls are implemented in their areas and that material issues are escalated.



Employees, temporary workers, and trainees

Follow the environmental requirements relevant to their work, complete required training and report material incidents, concerns, inaccurate data or misleading claims.

Suppliers, contractors and business partners working for or with Sidel are expected to apply environmental standards consistent with this Policy, support due diligence and corrective actions where applicable, and comply with the Supplier Code of Conduct or equivalent requirements.



ESG, Human Rights & Responsible Business



We respect the UN Guiding Principles on Business and Human Rights and seek to promote responsible environmental and business practices through our operations and our relationships with suppliers and business partners.

**Thank you for supporting Sidel's
climate and environmental
commitments**

