

## 1. Purpose

In our commitment to supporting human health and well-being through proper hand hygiene, we also recognize the importance of being good environmental stewards, as human and environmental health goes hand-in-hand. This commitment extends throughout our global operations.

## 2. Scope

This policy applies to all employees, contractors, and suppliers of OPHARDT Hygiene globally. It guides our operations, processes, and decision-making to ensure we meet our environmental responsibilities.

## 3. Policy Statement

OPHARDT Hygiene is committed to:

- **Compliance:** Ensuring compliance with all relevant environmental laws, regulations, and industry standards in the countries where we operate.
- **Resource Efficiency:** Promoting the efficient use of natural resources, including energy, water, and raw materials, to minimize waste and reduce our carbon footprint.
- **Pollution Prevention:** Implementing measures to prevent pollution and reduce emissions from our manufacturing processes and facilities.
- **Sustainable Product Design:** Continuing to integrate design elements that contribute to a circular economy.
- **Waste Management:** Adopting waste management practices that prioritize reduction, reuse, recycling, and responsible disposal.
- **Continuous Improvement:** Regularly reviewing and improving our environmental management systems to enhance our performance and adapt to new challenges.
- **Employee Engagement:** Educating and training our employees on environmental issues and encouraging them to contribute to our sustainability goals.
- **Transparency:** Reporting our environmental performance and progress towards our sustainability goals to our stakeholders.

#### 4. Responsibilities

- **Management:** The senior management team is responsible for ensuring that this policy is implemented and maintained across all operations.
- **Employees:** All employees are responsible for understanding and adhering to this policy and contributing to our environmental objectives.
- **Suppliers and Contractors:** Suppliers and contractors are expected to comply with this policy and support our environmental initiatives.

#### 5. Implementation

To implement this policy, OPHARDT Hygiene will:

- Set specific, measurable environmental objectives and targets, and regularly review progress towards these goals.
- Provide training and resources for employees to support the implementation of this policy.
- Conduct regular audits and assessments to ensure compliance and identify areas for improvement.
- Communicate our environmental performance and initiatives to stakeholders through annual reports and other channels.

#### 6. Review

This policy will be reviewed annually to ensure its continued relevance and effectiveness. Any changes will be communicated to all employees, contractors, and suppliers.

#### 7. Approval

This policy is approved by the CEO of OPHARDT Hygiene and is effective as of May 1, 2025.

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**Ken Friesen**  
**CEO**  
**OPHARDT Hygiene**  
May 1, 2025