

1. Purpose

The purpose of this policy is to outline OPHARDT Hygiene's commitment to transitioning our fleet of vehicles to electric power. This initiative aims to reduce our carbon footprint, enabling us to fulfill our commitment to become Climate Neutral by 2045.

2. Scope

This policy applies to all vehicles owned or leased by OPHARDT Hygiene, including but not limited to cars, trucks, forklifts, reach trucks, and other industrial vehicles.

3. Policy Statement

OPHARDT Hygiene is committed to reducing greenhouse gas emissions and promoting environmental sustainability. As part of this commitment, we will transition our fleet of vehicles to electric power wherever feasible.

4. Objectives

- Reduce greenhouse gas emissions from our fleet operations.
- Improve fuel efficiency and reduce operational costs.
- Promote the use of renewable energy sources.

5. Implementation Plan

5.1. Assessment and Planning

- Conduct a comprehensive assessment of the current fleet to determine the feasibility of electrification.
- Develop a detailed transition plan, including timelines, budget, and resource allocation.

5.2. Vehicle Selection

- Identify and select electric vehicles (EVs) that meet the operational requirements of each department.
- Consider factors such as range, charging infrastructure, and total cost of ownership.

5.3. Charging Infrastructure

- Install charging stations at all relevant company locations.
- Ensure that charging infrastructure is compatible with the selected EVs.
- Provide training for employees on the use of charging stations.

5.4. Employee Training

- Develop and implement training programs for employees on the operation and maintenance of EVs.
- Ensure that all drivers are familiar with the specific requirements and benefits of electric vehicles.

5.5. Monitoring and Reporting

- Establish a system for monitoring the performance and efficiency of the electric fleet.
- Regularly report on progress towards the electrification goals and any challenges encountered.

6. Roles and Responsibilities

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

6.1. Management

- Provide leadership and support for the fleet electrification initiative.
- Allocate necessary resources and budget for the transition.

6.2. Fleet Manager

- Oversee the assessment, planning, and implementation of the electrification plan.
- Ensure that all vehicles and charging infrastructure meet operational requirements.

6.3. Employees

- Participate in training programs and adhere to the guidelines for operating electric vehicles.
- Report any issues or concerns related to the electric fleet.

7. Review and Evaluation

- Conduct regular reviews of the fleet electrification program to assess progress and identify areas for improvement.
- Evaluate the environmental and financial benefits of the transition to electric vehicles.

8. Compliance

- Ensure compliance with all relevant local, state, and federal regulations related to electric vehicles and charging infrastructure.
- Stay informed about advancements in electric vehicle technology and update the policy as necessary.

9. Communication

- Communicate the benefits and progress of the fleet electrification initiative to all stakeholders, including employees, customers, and the public.
- Highlight the company's commitment to sustainability and environmental responsibility.

10. Approval

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

A handwritten signature in black ink, appearing to read "K. Friesen", is enclosed in a thin black rectangular box.

Ken Friesen

CEO

OPHARDT Hygiene

May 1, 2025