

Group Environmental Protection Standard

Group EHS, CSR, OPEX
Gerresheimer AG



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Foreword

Gerresheimer strives to balance economic, ecological, and social objectives to safeguard and strengthen our long-term success as a company. The Gerresheimer Group Environmental Standards address environmental protection. They support our vision, mission and values and principles such as the “Gerresheimer Principles of Corporate Social Responsibility”. They further set the frame for implementation of our global environmental sustainability targets. The Group Environmental Protection Standard is an integral element of our commitment to sustainable development.

Irrespective of the environmental requirements of the Gerresheimer Group, compliance with applicable regulatory requirements is mandatory. In the event of any contradictions, local legal requirements must be followed if they are stricter.

The Group Environmental Standards are applicable worldwide for the Gerresheimer Group, and all Gerresheimer sites must implement them with an appropriate management system. Specific regional and local procedures are necessary elements for implementation.

The Gerresheimer Group Environmental Standard was adopted by the Management on July 11, 2022 and entered into force the same day.

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1. Management System and Governance

All Gerresheimer sites must use management systems to facilitate continuous improvement and compliance with the expectations of this environmental standard.

Sites certified according to ISO 14001, complemented by ISO 50001 can be considered as having an appropriate management system in place regarding the environmental aspects covered by this standard (see also 2.4)

The management systems elements include:

1.1 Commitment and Responsibility

Sites shall demonstrate commitment to the standards defined in this document by allocating appropriate resources.

This means, that the responsible management team must ensure that within their areas of responsibility an appropriate environmental organization is in place to fulfill the requirements of the environmental standards and that the relevant sections of this document are understood and applied.

Responsibilities shall be clearly delegated, agreed between the employee and the company, documented, communicated and supervised.

The responsible management team must define the tools (e.g., inspections, audits, self-assessment) to supervise the implementation of the external and internal requirements.

The responsible management team shall review the organization's environmental management system on a regular basis, at least once per year, to ensure its continuing suitability, adequacy and effectiveness.

1.2 Communication, Training & Competency

The standard shall be communicated to all relevant employees, and to other stakeholders on request.

Sites shall have a training program that achieves an appropriate level of knowledge, skills and abilities in management and workers to address the expectations in this standard.

Environment-related representative(s) must possess the necessary skills based on their education, training or experience and must be equipped with necessary resources.



1.3 Legal Requirements

Sites shall identify and comply with applicable laws, regulations, standards and relevant customer requirements. Compliance with such requirements must be regularly monitored.

Additional elements complementing this standard may be added if required by business or local demands.

1.4 Risk Management

Sites shall have mechanisms to determine and manage risks in all areas addressed by this document.

1.5 Documentation

Sites shall maintain documentation necessary to demonstrate conformance with these standards and compliance with applicable regulations.

1.6 Continuous Improvement & Contribution to our Targets

Sites are expected to continuously improve their environmental performance by setting objectives, assigning responsibilities, executing implementation plans, regularly monitoring performance and taking necessary corrective

actions for deficiencies identified by internal or external assessments, inspections, and management reviews.

The improvement plans are expected to be aligned with and contribute to the overall Gerresheimer sustainability agenda and consider national/regional conditions, technical feasibility, and economic viability.

1.7 Reporting

Data and information shall be provided according to Gerresheimer Group requirements (e.g., Gerresheimer environmental reporting manual). These requirements take into account the information needs of our stakeholders. See also section 2.4.

1.8 Raising Concerns

Employees who believe that another Gerresheimer employee, or anyone acting on behalf of Gerresheimer, has engaged in illegal or otherwise improper conduct regarding this environmental standard, should report the matter promptly to Gerresheimer. Any individual or organization, who knows or suspects that a Gerresheimer business partner, or anyone acting on their behalf, has engaged in activities that violate the Group Environmental Protection Standard, should speak up at the [Gerresheimer Whistleblowing system](#) to report concerns to Gerresheimer.



2. Standards for Environmental Protection

Sites shall operate in an environmentally responsible and efficient manner, and they shall minimize adverse impacts on the environment. Sites are encouraged to conserve natural resources, to avoid the use of hazardous materials where possible and to engage in activities that reuse and recycle.

The following standards are to be upheld to ensure environmental protection:

2.1 Safety of Raw Materials

It must be verified that raw materials comply with legal, customer and other requirements as well as Gerresheimer-specific internal standards for the intended use.

The prohibition to use substances that fall under the Stockholm Convention (so-called POPs) must be complied with. The use of mercury as specified in the Minamata Protocol is also prohibited.

Raw materials used in Gerresheimer products must be assessed in terms of their chemical and physical hazards to human health and the environment. Specific attention must be paid to highly hazardous raw material.

Required core information must be defined. Information sources include supplier information, Gerresheimer databases, legal classification, labeling requirements and customer needs.

Based on this information, appropriate risk management measures for storage, handling and use must be determined. This information must be communicated to the Gerresheimer employees and all relevant affiliated parties.

2.2 Plant and Process Safety

All sites must ensure that the design and the operation of production plants and manufacturing processes is safe for the public and the environment.

To that end, risk assessment must be carried out for all production facilities.

Processes that may lead to serious environmental incidents (unintended spills and releases) must be identified, and their hazards and risks must be thoroughly analyzed.

Adequate preventative and corrective actions must be taken to minimize identified risks.



Utilized and/or planned processes and production technologies must consider environmental issues such as compliance with defined specifications from process development, legal and regulatory requirements, accepted technical standards and design codes.

Plant design must consider provisions for emission and noise reduction, wastewater treatment (as required), waste disposal, soil and groundwater protection.

Procedures must be defined and implemented including appropriate measures addressing environmental issues, specifically:

- Start-up, shutdown and regular operation of the processes
- Precautions for non-regular conditions, e.g., emergency situations, breakdown of equipment relevant for the environment
- Reduction of energy and water consumption
- Minimization of waste and emissions
- Control of the disposal of waste and the release of emissions; data for evidence must be recorded
- Prevention of soil and groundwater contamination.

2.3 Production Safety

Each site must ensure that production processes are operated safely and with minimized impact on the employees, neighbors and the environment.

Therefore, operating procedures must be available at the workplace and must include:

- Start-up, shutdown and regular operation of equipment
- Handling of hazardous chemicals
- Safe handling of equipment
- Dangers for people and the environment
- Protective measures and rules of behavior
- Behavior in case of danger and emergency
- First-aid measures
- Accidental release measures and appropriate disposal.

Gerresheimer employees as well as non-Gerresheimer production workers must be regularly instructed on applicable work-related environmental issues and operating procedures.

Records shall be kept for all relevant plant operations (e.g., plant log files, records of environmentally relevant measurements).

Regular inspections shall be performed by supervisors during shifts.



2.4 Environmental Impacts

All sites must ensure that all relevant environmental impacts associated with our business activities are considered in the requirements laid down in this standard.

Sites need to be regularly analyzed and reported, and measures for optimization continuous improvement must be initiated ensuring alignment with the objectives defined as part of Gerresheimer's group sustainability strategy (see Appendix to this document).

The site shall promote the environmentally responsible behavior of Gerresheimer employees.

Each site must monitor, record and manage a defined set of environmental data concerning aspects:

- Air emissions
- Generation and discharge of wastewater
- Waste generation and disposal (including the compliance with prohibitions according to the Basel Convention)
- Energy and water intake
- Potential for accidental release
- Soil or groundwater contamination
- Very hazardous substances
- Impact on the local community, including noise, and other complaints.

The site shall assess the environmental impacts of its processes, considering all environmental data and internal and external requirements, including legal limits.

E.g., for the environmental aspect "energy" an appropriate management system (in reference to the ISO 50001) would include as key elements composing an energetic baseline, conducting an energetic evaluation and implementing an adequate measurement concept (including the installment of meters etc.). These elements are also relevant to the management of all other environmental aspects outlined above. ISO 14001 is the general standard of reference for environmental aspects.

For the annual sustainability report, relevant data must be reported to the respective corporate department. Reporting is initiated by a corporate request. Reported data must be validated and confirmed by the operating Business Unit (BU) management.

All reported data must be analyzed and the need for improvement measures or programs shall be evaluated.

To meet the needs of all external stakeholders, the consolidated data are reported in the Gerresheimer Group's non-financial report.



2.5 Controlling and Reporting of Environmental Incidents

All sites must ensure efficient communication and investigation of environmental incidents.

This means that

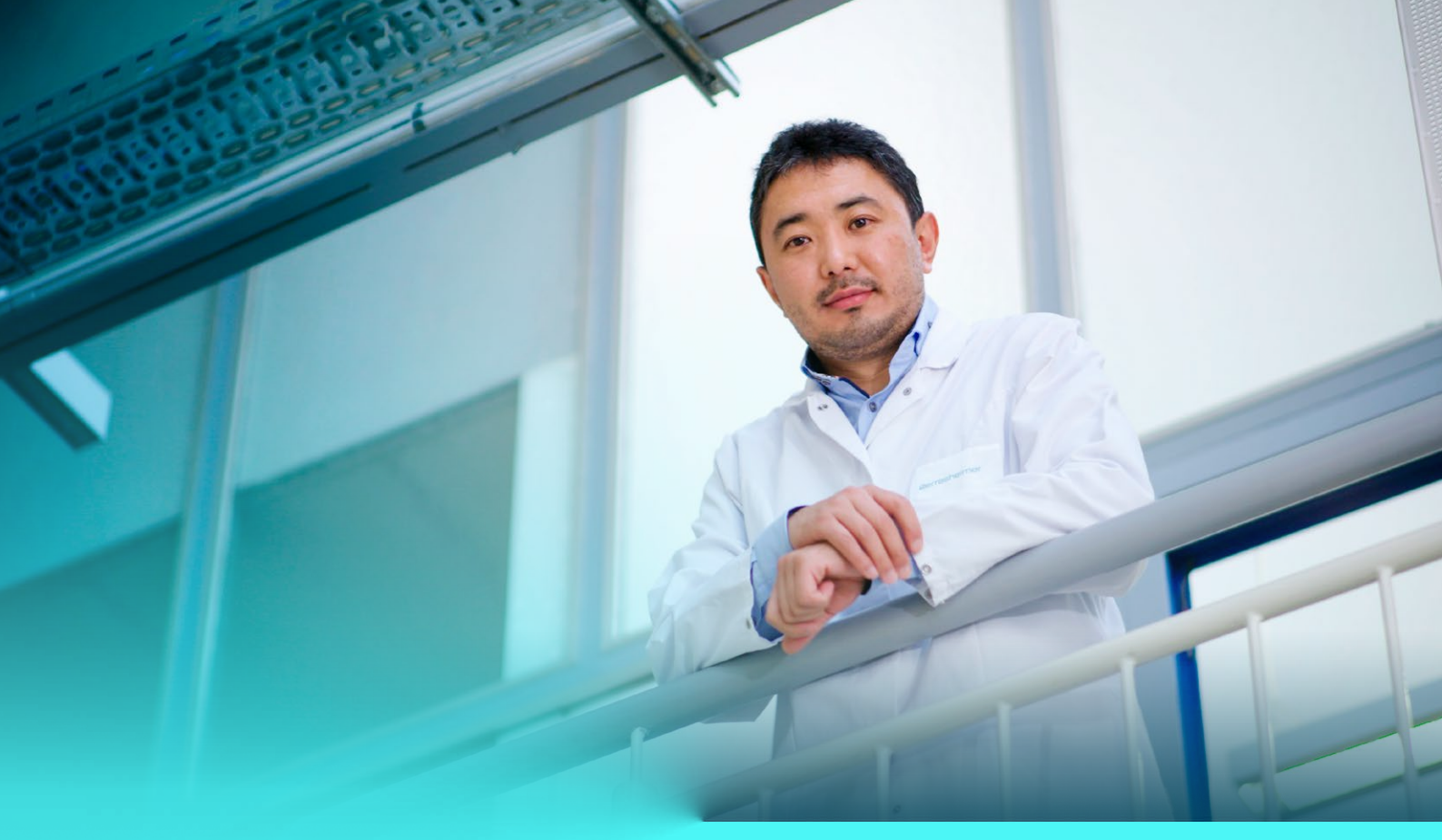
- all environmental incidents must be adequately investigated and adequate corrective actions must be identified and implemented.
- the incident data shall be summarized and analyzed.
- the need for improvement measures or programs shall be evaluated.
- group GECCO must be notified via the incident reporting process in place for occupational health & safety incidents under the category "emission and pollution discharges".

2.6 Change Management, Acquisitions and Divestments as well as Site Closures

All sites must ensure that environmental risks of changes to the site or of companies or activities that are to be acquired or divested are appropriately assessed.

The following assessment steps shall be normally conducted, whereby the appropriate depth and width of the assessment is to be determined by the respective project team and agreed upon for individual projects:

- An assessment prior to implementation of plant modifications (such as changes in processes, raw materials, technology, equipment and/or working conditions, including contractor work) must be evaluated for their impact on current risk assessments
- An appropriate assessment of environmental risks and liabilities prior or up to 12 months after the purchase of a business or the purchase or lease of property (including land acquired for construction of a new plant) shall be duly considered and conducted.
- Results of above assessments must be communicated to the responsible project manager/ project lead and the operating Business Unit (BU) heads as well as to the management board as the case may be
- An environmental assessment within the decision-making process regarding a divestment or site closure shall be taken under duly consideration depending on the individual situation.



2.7 Inspections and Maintenance

All sites must develop a systematic maintenance and inspection plan for all environmental safety-relevant equipment and ensure its implementation.

Processes must be in place to ensure that work on safety-critical equipment is given first priority, including the identification, regular inspection and maintenance of such equipment.

Maintenance and inspection personnel shall be qualified and competent, and they must hold all necessary licenses required by law.

A safe work permit system must be implemented for dangerous work (e.g., hot work, confined space entry).

Lock-out/tag-out procedures shall be implemented to prevent unintentional use during service or maintenance.

Appendix

GxPure



CO₂ Emissions

-50% by 2030

Scope 1 and Scope 2 emissions in t CO₂e from base year 2019



Renewable Energy

100% by 2030

Renewable electricity



Water

100% by 2030

of highwater-stress sites AWS certified

-10% by 2030

Water intake in m³ from base year 2019

GxCircular



Recycling and Waste

0% by 2028

of industrial waste to landfill with minimal incineration

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This standard is available in different language versions; in case of deviations or ambiguity, the English version shall prevail.

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