

Sustainability Policy

Objective

Wherever Dinex operates, our ambition is to run a sustainable business that – besides our product's direct contribution to improved air quality – also contributes to a better life of people and a healthier planet.

Sustainability to us is not only limited to our use of raw-materials (1) and resources (2) but also includes social sustainability of our employees (3), and our role in the societies & supply chains in which we take part (4).

Governance

Effect of activities within all objectives of this policy are to be concretely demonstrated through KPIs within scope of our Strategy Execution (GamePlans).

Across all objectives, an overlaying complete mapping and constant tracking of our global CO_{2e} footprint (scope 1, 2, 3) is applied, with the ambition of reaching a net-zero climate impact in 2040.

Waste, inefficiency, and over-production amplifies any footprint we may have, and are indirectly targeted also.

Our progress, major activities and future ambitions and target settings will be documented in an annual ESG report that follows the financial year end report.

1. Sustainable Use of Materials

Within scope are both direct raw materials to produce our products, and indirect materials for enabling mainly (but not limited to) operational process.

To minimize our footprint through material usage we design and constantly challenge our products and processes in 4 prioritized steps:

- a. **Material selection** – Considering recyclability, life cycle impact, and ethical issues of origins.
- b. **Reduce material needed** – Achieving end results within specified quality, using lesser quantities.
- c. **Reuse excess materials** – Seeking ways to make use of excess materials after first usage.
- d. **Recycle materials** – Facilitating and sorting wasted materials for most efficient recyclability.

2. Sustainable Consumption of Resources

All resources consumed drives an environmental and climate footprint. Reducing consumption is not a target by itself, but reducing the resulting footprint is.

We will constantly design and optimize our products and processes for minimizing this footprint by focusing specifically within 5 areas:

- Heating (mainly Gas)
- Electricity
- Transportation & Travelling
- Water
- Food (selection & waste)

3. Socially Sustainable Employer

Our employees should feel comfortable working for Dinex. We provide the mandatory frames for a decent and safe workplace through the following policies:

- Ethical policy
- Diversity policy
- Management policy
- "Me2" policy
- Occupational Health & Safety policy

Furthermore, our ambition is to be a meaningful workplace on a personal, social, and societal level. To support this ambition the following policies are in place:

- Sustainability policy
- Well-Being policy
- Working from Home policy
- Social Event Policy
- University & Capability Building policy

4. Partnerships for Sustainability

Dinex is a part of the societies in which we operate, as well as the supply chains of our customers. But more than that, we also want to be a partner. This means:

- a. **Corporate Social Responsibility** – We will be known locally as a favorable place to work and make an example of a socially responsible business through concrete public CSR activities.
- b. **Supply Chain Responsibility** – We will facilitate and support customer sustainability objectives, while promoting our own to our suppliers.
- c. **Innovations for Decarbonization** – Whatever path to Net-Zero emissions our customers is taking, we will be an enabling partner by offering solutions within our scope to keep environmental footprint within legal compliance.

Torben Dinesen, CEO, Dinex Group, 03.01.2022



going the extra mile