# Nichino Europe Co. Ltd
# Manufacturing Environmental Policy Statement
# 25 September 2026

The Environmental Policy of Nichino Europe Co. Ltd ("the Company") is to ensure so far as it is reasonably practicable that its operations will be carried out with a commitment to protecting and enhancing the environment. The same commitment will be expected to be shown by contractors working for the company.

This is a fundamental principle of the Company's business.

The Company aims to establish a high priority of its principles in the corporate strategy. Concern and awareness for the environment is the responsibility of the Directors of the Company.

The Company therefore seeks to comply with all applicable UK and EU environmental legislation and regulation in each jurisdiction in which it operates, including requirements relating to environmental permitting, pollution prevention and control, waste, chemicals, product stewardship, biodiversity and environmental reporting where applicable. It also aims to establish higher standards of environmental performance where these are practicable and appropriate.

The Company's employees have a legal and moral obligation to carry out their duties with concern for the environment. All Company employees must adhere to the aims and objectives of this Policy.

In the event of an environmental accident or incident at work, it is a Company requirement that the details are promptly and properly reported to the Directors, escalated to the relevant regulator or emergency authority where required, investigated, contained and remediated, with corrective action taken to avoid recurrence.

All contractors working on behalf of the Company are required to adopt environmental standards fully consistent with those of the Company and they are expected to achieve comparable levels of performance.

## 1. Objectives

In accordance with its stated policy, the Company has produced the following list of objectives as a sound framework for the introduction of practices to implement the Environmental Policy:

1.1 Compliance with applicable UK and EU environmental legislation, permits, consents and local regulatory requirements in each jurisdiction in which the Company operates

1.2 Swift response to accidents or incidents that have the potential to threaten the environment, including containment, recording, investigation, remediation and notification to the competent authority where required

1.3 The provision of current information and advice on the lawful and safe classification, labelling, packaging, handling, storage, transportation, use and final disposal of Company products to employees, customers and contractors,

in accordance with applicable UK and EU chemicals and product-stewardship requirements

1.4 To apply the waste hierarchy by preventing and reducing waste and, where waste cannot be avoided, prioritising reuse, recycling and other recovery before disposal, while ensuring safe segregation and storage

1.5 To use appropriately authorised and registered waste carriers, brokers and facilities; verify their status; classify waste correctly; maintain required transfer or consignment documentation; and meet any applicable separate-collection, hazardous-waste, producer-responsibility and transboundary-shipment requirements

1.6 To encourage the development and procurement of products, processes and equipment that prevent pollution, use energy and materials efficiently, support circularity and reduce adverse climate, biodiversity and other environmental impacts across their life cycle

1.7 To communicate freely on environmental matters with government officials, employees, customers and members of the public

1.8 To provide appropriate environmental information, instruction and training so that employees and relevant contractors are competent to perform their duties in compliance with this Policy and applicable legal requirements

1.9 To carry out proportionate environmental audits and compliance reviews, maintain required records and evidence, and address identified non-compliance through timely corrective action

1.10 To promote environmental principles by sharing experience with regulatory bodies, other companies, employees and members of the public

1.11 In implementing this Environmental Policy Statement, the Company will focus on conserving energy, water and raw materials; preventing pollution; minimising greenhouse-gas emissions and emissions to air, water and land; protecting biodiversity where relevant; and increasing reuse and recycling rates

1.12 The Company will monitor relevant UK and EU legislative and regulatory developments, assess their applicability, update controls, permits, records and reporting arrangements as necessary, and communicate appropriately with regulators and other stakeholders

The policy statement will be reviewed regularly and whenever there is a material change in applicable legal requirements, operations or environmental risks, and updated as necessary. The management team endorses these policy statements and is fully committed to their implementation.

This Environmental Policy Statement has been approved & authorised by:

Name: Manfred Hilweg

Position: Managing Director

Date: 25 September 2026

Signature: