

# Environmental Policy



## Purpose

Flokk shall be an industry leader within environmental management. Our environmental management system is certified according to ISO 14001:2015.

## Scope

This Environmental Policy applies to all employees in the Flokk Group and any subsidiaries. This policy is periodically reviewed and updated.

## Owner

Group Management has the overall responsibility to ensure that this policy is complied with, communicated and implemented throughout Flokk, and to ensure sufficient resources to achieve our environmental goals.

## Content and description

Flokk will be an environmentally aware company whose products, services and processes in both our production and in our offices are:

- energy efficient with minimized energy consumption & GHG (greenhouse gas) emissions (carbon footprint)
- resource efficient and leave minimal waste (closed life cycle)
- protecting biodiversity, land and forests
- water resource efficient with minimised water pollution
- not hazardous to the environmental and health (reduced use of chemicals)

Flokk shall define, establish and implement an environmental management system, annual and long-term goals, and ensure continuous improvement of the systems' efficiency. We are committed to minimising our environmental impact, reducing our energy consumption and GHG emissions throughout the whole product lifecycle, and to continuously enhancing our environmental & energy performance.

We shall commit to increasing energy efficiency across the organisation, and we shall support procurement of energy efficient products and services and design for improvement of energy performance. We shall have clear and unambiguous environmental requirements for materials and product solutions, and for waste and water management throughout Flokk's value chain, and we shall integrate biodiversity considerations into our processes. Flokk is committed to maintaining the compliance of all EU Ecolabel-awarded products with the relevant criteria set by the European Union, reinforcing our dedication to environmentally responsible solutions.

Flokk decision making will be according to the precautionary principle, and Flokk shall be at the forefront of industry and government requirements for environmental protection and energy efficiency. As a minimum, we will always comply with local environmental and climate/energy laws where we operate, including biodiversity conservation, while proactively working to ensure existing and future compliance obligations globally.

We expect all employees to be good ambassadors for the company, who conduct themselves ethically and responsibly, and take external stakeholders and the society in which we operate into consideration. These attitudes must be visible in everything we do, throughout Flokk's entire value chain. We also expect all our employees, and our suppliers, to cooperate in fulfilling our environmental & energy ambitions. Environmental requirements and ethical guidelines are central in the contracts we sign.

Flokk shall engage all employees in our environmental objectives and program, and we shall actively communicate our environmental work internally and externally, thus contributing to strengthen environmental & energy efficiency awareness among employees and stakeholders through information, awareness-raising activities and inclusion. Our environmental communication shall be transparent and honest, open and clear, and build on facts and holistic approach, and we must ensure constructive dialogue with our stakeholders regarding environmental issues.

Oslo 1<sup>st</sup> of February 2025

A handwritten signature in blue ink, reading 'Henning Karlsrud'.

Henning Karlsrud, CEO