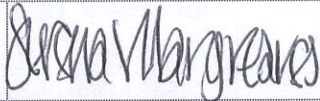
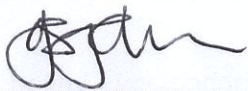
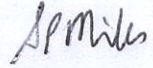


## CH-25 Environmental Policy

### Approval

Completion of the following signature blocks signifies the approver has read, understands, and agrees with the content of this document.

Name	Job Title or Role	Signature	Date (ddMmmmyyyy)
The Author is signing to confirm that this document has been prepared in accordance with an approved document management process, that relevant input from any contributory authors has been included and that an appropriate review / editing process has been conducted.			
<b>Authored by:</b> Serena Hargreaves	Human Resources Administrator		25 July 2025
The Approvers are signing to confirm that this document provides an acceptable description of the requirements described within when executed.			
<b>Approved by:</b> Geraldine Johnson	Managing Director		30 July 2025
<b>Approved by:</b> Stephen Miles	QHSE Manager		30 JUL 2025

### Revision History

Date	Revision	Revised By	Reason For Revision	Next review
24 July 2025	5	SL/SVH	<p>Update format of document. Updated Assessment figures in section 3. Removed Section 3.1 and 3.1.7 (references life cycle) renumbered.</p> <p>Updated Section 3.1.5 removed "Air and surface water" as our processes do not pollute these areas.</p> <p>Section 4.2 updated current environmental improvements.</p> <p>Section 6 added review statement.</p>	25 July 2026



## 1. Contents

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Related Company Policy / Quality Procedure / Form	Document Title
M01	QHSE Manual

## 2. Introduction

2.1 Eumar Technology Limited (ETL) group, which includes both Eumar Technology Ltd and Ubersorb Ltd, manufacture absorbent materials and products for commercial applications and for medical applications, including wound dressings and face masks at their ETL Group facilities as per ISO14001:2015, focussing on greener management systems. These products are manufactured via assembling materials and using different sealing technologies. Responsibly sourcing materials, services and distribution to support a sustainable circular economy.

2.2 The company is passionate and dedicated to embrace a more sustainable and environmentally friendly way of working, this policy is designed to allow us to continually assess and identify ways to minimise any environmental effects caused as a result of our activities or products. We aim to achieve our business objectives in a manner that reflects the environmental priorities of our customers, employees and community.

2.3 The Directors acknowledge responsibility for and a commitment to protection of the environment at all levels: including staff, community, and the wider world. The organisation ensures all of its activities carried out conform with all environmental legislation, laws and codes of practice whilst committing to continuous improvement of our environmental management performance and the prevention of pollution.

2.4 We will encourage and engage staff to actively seek areas for improvement and support ideas that allow continual improvement to reduce both Net Zero and environmental impacts, locally and globally.

## 3. Our Commitment

3.1 ETL group is committed to achieving Net Zero emissions by 2050. This will be achieved in the following stages:



3.1.1 Near-term science-based targets cover an SME organisation's Scope 1 and 2 emissions reduction targets to be achieved by 2030. For ETL group, with base year (2020) Scope 1 and 2 emissions of 108 tCO<sub>2</sub>e, a reduction of 42% minimum will be required by 2030. This means Scope 1 & 2 emissions shall be no higher than 63 tCO<sub>2</sub>e by 2030.

3.1.2 Long-term science-based targets show how much an organisation need to reduce its total emissions (Scope 1, 2 & 3) in order to reach net-zero. This is a minimum of a 90% reduction and needs to be achieved no later than 2050. ETL Group's total emissions in its 2020 base year were 2,707 tCO<sub>2</sub>e. By 2050 the total emissions should be no higher than 271 tCO<sub>2</sub>e, with the remaining emissions being permanently balanced through nature-based or technological solutions.

3.1.3 These figures are based on our existing business model and will be reviewed at least annually to ensure they reflect our output.

3.1.4 In 2022 the company initiated its commitment to the Environmental Management Standard (EMS) ISO 14001:2015, stage 2 accreditation was achieved in Jan 2024. The EMS has been merged with our current Eumar Technology Quality Management System (QMS) ISO 13485:2016 to enable consistent application across the business.

3.1.5 We have assessed our aspects and impacts of all processes and areas of the business to calculate our impact directly and indirectly on the environment and identified areas to improve reduction emissions in the following areas:

- waste management,
- reduce use of raw materials
- energy use
- water usage
- transport
- supply chain

3.1.6 Assessment of our suppliers includes environmental criteria and aspects:

- Using a higher quantity of recycled material.
- Companies switching to an energy supplier, who's electric comes from renewable sources.
- Sustainable sourcing of materials via certification:
  - GOTS (organics),
  - GRS (Recycled),
  - BCI, (Better cotton incentives)
- Reduced transport miles or using hybrid/electric vehicles in their fleet.
- Energy efficient machinery.
- Those with ISO 14001:2015 accreditation.
- Those working towards Net Zero.

## 4. Risk Based Assessment

4.1 ISO 14001:2015 encompasses Health and Safety risk-based thinking for employees, community, suppliers, customers and wider global implications.

4.2 Baseline environmental improvements that have occurred on site include:

- Solar Panels at Whitestone providing some of the electricity for production.
- External solar lighting.
- LED lighting in some of the areas of the company.
- Energy saving activities.
- Projects to reduce packaging size in some areas, which will lead to:
- Improve utilization of trailer capacity, therefore reducing carbon emissions.
- Car sharing encouraged.
- Site Health and Safety, Housekeeping audits.
- Supplier sourcing to reduce carbon footprint.
- Supplier Net zero and Environmental certifications.
- Cycle to work scheme.
- A new 6 – colour UV lamp system for the Ubersorb printer, reduces electrical usage, increases energy efficiency.
- Introduced a range of recycling bins in shared areas, including for food waste only.
- Company wormery to digest food waste and casts made can be used as fertiliser on company raised beds.

## 5. The Company Objectives

5.1 will set Smart environmental objectives that are:

- Specific
- Measurable
- Attainable
- Relevant
- Time based

5.2 Will plan emergency preparedness and response.

5.3 Management review meetings involving the Managing Director, will be planned at regular intervals to review the effectiveness of the EMS and encourage recommendations for improvement. Provide feedback to personnel within the organisation, where appropriate.

5.4 This Policy and the obligations and responsibilities required by the EMS have been communicated to all employees and persons working on our behalf of the organisation.



The Policy is available to the public on request, sent to suppliers and made public on the Eumar technology website.

## 6. Review

6.1 This Environmental Policy will be reviewed by the QHSE and senior management team on a regular basis, at a minimum annually and will be amended to ensure it remains up to date.