

## M3-001 ENVIRONMENTAL POLICY

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The Snoeks Group is committed to providing a quality service in a manner that ensures a safe and healthy workplace for our employees and minimizes our potential impact on the environment. We operate in compliance with all relevant environmental legislation, and we strive to use pollution prevention and environmental best practices in all we do.

### Our Policy, therefore, is to:

- **Compliance:** We are committed to comply with all applicable environmental laws, regulations, and industry standards related to our operations in the automotive sector. We will regularly monitor changes in environmental legislation and strive to ensure full compliance with all legal and OEM requirements.
- **Pollution Prevention:** We are dedicated to preventing pollution at its source by implementing measures to minimize our environmental impact. This includes reducing emissions, conserving natural resources, and optimizing our manufacturing processes to minimize waste generation.
  - We will determine the hazard characteristics and the risk profile of chemicals and evaluate alternative chemicals prior to their use in our products and assembly processes (including packaging material).
  - We will comply with all applicable global regulations including those of the European Union Chemicals Regulation for Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), the Restriction of Hazardous Substances (RoHS) Directive, and the Globally Harmonized System of Classification and Labelling of Chemicals.
- **Continuous Improvement:** We are committed to continually improve our environmental performance through the establishment and review of environmental goals and targets. We will regularly assess our environmental management system during the yearly management review and monthly KPI reviews, to identify deviations, corrective actions and opportunities for improvement. We will implement them as necessary.
- **Resource Efficiency:** We will strive to enhance resource efficiency throughout our operations by minimizing energy consumption, water usage, and raw material usage. We will explore opportunities to adopt cleaner production technologies and promote the use of renewable energy sources.
- **Environmental Awareness:** We will promote environmental awareness and accountability among our employees, suppliers, and stakeholders. We will provide training and education programs to enhance environmental knowledge and encourage responsible environmental practices.
  - All employees will be encouraged to consider environmental impact prior to undertaking any business journey.

- **Stakeholder Engagement:** We recognize the importance of engaging with our stakeholders, including customers, suppliers, regulators, and the local community, on environmental matters. We will seek feedback, collaborate with stakeholders, and transparently communicate our environmental performance and initiatives.
  - We will encourage customers, suppliers, and contractors to develop sustainable management practices.
  - When purchasing from any of our core suppliers we will request information on environmental standards, policies and systems and will take this information into account when making any purchasing decision.
- **Product Development:** We are committed to integrate environmental considerations into the design, development, and end-of-life management of our products. We will strive to minimize the environmental impact of our products throughout their life cycle, from raw material sourcing to disposal and recycling.
- **Emergency Preparedness:** We will maintain robust emergency response plans to effectively manage environmental incidents and minimize their impact on the environment, health, and safety of our employees and communities.
- **Sustainable Growth:** We will pursue sustainable business practices that balance environmental, social, and economic considerations. We will strive for long-term growth and profitability while minimizing our environmental footprint and contributing positively to society.
- **Communication and Transparency:** We are committed to transparently communicating our environmental performance, goals, and initiatives to our stakeholders. We will engage in open dialogue, report our environmental impacts and progress, and seek opportunities for collaboration and improvement.

## Decarbonisation

We commit to active decarbonisation by reducing greenhouse gas emissions across Scope 1, 2, and relevant Scope 3 categories; increasing energy efficiency and the share of renewable electricity; setting reduction targets aligned with OEM expectations; and integrating climate-risk assessments into decision-making.

## Biodiversity, Land Use and Deforestation

We protect biodiversity and prevent deforestation by avoiding adverse impacts on protected ecosystems; sourcing materials from suppliers who do not contribute to illegal logging, deforestation, or habitat destruction; and supporting sustainable land-use practices and restoration where relevant.

## Reuse and Recycling

We promote circularity by increasing reuse of materials, components, and packaging; expanding recycling programs across our sites; reducing waste to landfill via proper segregation and recovery; and designing products with recyclability and end-of-life recovery in mind.

## Animal Welfare

Where materials of animal origin are used, we require compliance with recognised animal welfare standards and do not knowingly source materials linked to unethical treatment of animals.

## Soil Quality

We protect soil quality by preventing contamination from chemicals, oils, and hazardous substances through safe storage, spill prevention, and rapid spill response; and by ensuring proper disposal of waste to prevent land contamination.

## Noise Emissions

We minimise noise emissions from operations by applying technical and organisational measures to reduce noise at the source, monitoring levels against legal and community thresholds, and considering noise impact in process and infrastructure design.

## Supplier Sustainability Expectations

We expect our suppliers to meet the environmental and social expectations consistent with OEM requirements. Suppliers must maintain compliance with applicable environmental law, implement pollution prevention, manage chemicals responsibly (including REACH, RoHS and GHS compliance), protect biodiversity and prevent deforestation in their supply chains, set and pursue measurable decarbonisation targets for Scope 1 and 2 and relevant Scope 3, promote reuse and recycling, protect soil and water quality, control noise emissions, and ensure ethical treatment of animals where animal-derived materials are used. We evaluate supplier conformance during onboarding and periodically, and we may require corrective action plans where gaps are identified.

## Climate Change

Climate change presents a significant risk to the environment, economy, and public health, necessitating immediate and sustained action to mitigate its impacts. Our policy aims to reduce greenhouse gas emissions, promote renewable energy sources, and enhance climate resilience through adaptation strategies. By integrating climate risk assessments into our decision-making, we ensure that our effects on infrastructure, natural resources, and communities are better prepared to withstand the adverse effects of climate change. This policy underscores our commitment to transitioning to a low-carbon economy, safeguarding biodiversity, and fostering sustainable development, thereby protecting both current and future generations from the escalating threats posed by a changing climate.

Nieuw-Vennep,

10<sup>th</sup> of March 2026



Laurens van Westerop  
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