

Environmental and Sustainability Policy

Introduction

Karex is dedicated to reducing our impact on the natural environment and taking action on climate change. We believe that growth that takes account of our environmental impacts is the only way to deliver sustainable returns. We are committed to making continuous improvements in the management of our environmental impacts. We work in partnership with others to promote environmental stewardship across our value chain, increase understanding of environmental issues amongst our stakeholders and disseminate good practice with other companies. We comply with applicable environmental legislation and regulations across the region.

This Environmental & Sustainability Policy commits us to:

- ✓ Having an environmentally aware culture, where responsibility is assigned and understood;
- ✓ Being an environmentally responsible neighbor in our community;
- ✓ Conserving natural resources by reusing and recycling; Where possible, using, in our own operations, processes that do not adversely affect the environment;
- ✓ Ensuring the responsible use of energy throughout the organization;
- ✓ Participating in efforts to improve environmental protection and understanding;
- ✓ Working with suppliers who promote sound environmental practices, and;
- ✓ Enhancing awareness among our employees by educating and motivating them to act in an environmentally responsible manner;
- ✓ Work with local charities and community groups to add value and encourage learning and development;
- ✓ Grow the business sustainably;
- ✓ Monitor our environmental and sustainable performance regularly and set objectives and targets for further improvement;
- ✓ Actively engage with stakeholders and business partners to develop sustainable solutions and reduce our environmental footprint;
- ✓ Set annual measurable environmental objectives for all operations, and at group level, to ensure a culture of continuous improvement and compliance with requirements;
- ✓ Continuously assess environmental impacts/risks and aspects/opportunities and include environmental objectives in our business strategy, which is underlined in leadership communications;
- ✓ Ensure innovation through employee training, involvement and knowledge-sharing mechanisms.

Quality Policy

Introduction

Karex is committed to never compromise on the safety, compliance and quality of our products and services. Quality is an integral part of our business principles and fully embedded in our purpose and values. We are dedicated to achieve high quality standards for our products and services through application of quality management systems aligned with laws and regulation as well as international standards. We believe the importance of teamwork, engagement, ownership and support by everyone for achieving our quality objectives. We are committed to provide the required leadership, management and resources and we will ensure that the Quality Policy is reviewed annually and communicated to employees and third parties.

The Quality Policy aims us to:

- ✓ Achieve sustained, profitable growth by providing products and services that consistently exceed the needs and expectations of our customers;
- ✓ Maintain a superior level of quality that is achieved through adoption of a system of procedures that reflect the competence of Karex to existing customers and potential customers whilst also satisfying independent auditing authorities;
- ✓ Maintain an effective Quality Management System that meets and complies with applicable laws and regulations, international standards as well as internal requirements;
- ✓ Continuously improve the quality management system to ensure product safety, eliminate product defects or quality incident through monitoring and reviewing quality objectives and results.
- ✓ Encourage participation and promotion of quality responsibilities amongst all employees and external parties through standards, education, training, supervision and effective communication.