

NORMA Group is committed to environmental sustainability and minimizing the impact of our operations and products on the environment. We believe that protecting the environment is a shared responsibility, and we aim to engage all employees, across every organizational level to improve our environmental performance, reduce our ecological footprint, and contribute to a sustainable future.

We are committed to meeting compliance obligations, protecting the environment, and to seek ways to efficiently use and recycle materials and energy, reduce waste and emissions. Our goal is to continually advance the use of natural resources and energy efficiency. These commitments will support our objective of maintaining and improving an effective Environmental Management System (EMS):

Commitment to Environmental Management

We are committed to, where possible, reducing our environmental impact by prevention of pollution, climate change mitigation and adaption, and protection of biodiversity and ecosystems.

Compliance with Legal Obligations & Other Environmental Requirements

We will comply with all applicable environmental laws, regulations and other requirements related to our environmental aspects, activities, products, and services.

Resource Efficiency

We will aim to minimize resource consumption of energy and water, reduce waste generation, and promote sustainable usage and recycling of materials.

Pollution Prevention

We are committed to preventing pollution through risk assessment of significant environmental aspects and impacts, sustainable practices, and reduction of pollutants to air, water, and soil.

Employee Engagement and Awareness

We will actively engage all employees in environmental matters and provide training to ensure awareness of their roles in achieving environmental objectives.

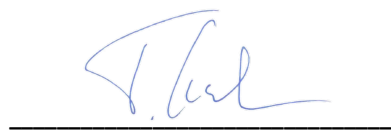
Continual Improvement

We will set measurable objectives and targets, monitor performance, and take actions to continually improve the suitability, adequacy, and effectiveness of the EMS to enhance environmental performance.

Our Environmental Policy is available to all relevant stakeholders & interested parties on request.



Dr. Daniel Heymann
Chief Operating Officer



Thomas Gutbier
Vice President Quality & EHS

Dated: 14 March 2025