



zühlke
empowering ideas

Protecting our planet

Zühlke Group

June 2026

Zühlke has adopted an Environmental Policy that guides our actions to conserve resources, reduce carbon emissions, and avoid waste.

Introduction

At Zühlke, we are committed to conducting our business operations in an environmentally responsible manner, as ingrained in our Code of Conduct. We recognise the importance of preserving and protecting our planet's resources for present and future generations. We endorse the goals of the Paris Agreement, aimed at combating climate change by limiting global warming. Therefore, we have established this Environmental Policy to guide our actions and ensure continuous improvement in reducing our use of resources and minimising our carbon footprint, whilst promoting

environmental care and climate action. In alignment with our commitment to environmental stewardship, our policy influences the preservation of biodiversity and the protection of ecosystems and species diversity.

This Environmental Policy applies to all Zühlke employees and all our locations. The Sustainable Operations team is working with the facilities and office management teams, and other operations teams across Zühlke to continuously drive progress and help reach our goals.

Resource conservation and efficiency

We strive to optimise the use of natural resources throughout our operations. This includes energy, water, materials, and other resources. Our goal is to minimise waste generation and pollution and maximise resource efficiency by implementing the following measures:

- Promote energy-efficient practices and technologies, such as utilising energy-saving equipment, adopting renewable energy sources across our sites, and optimising energy consumption in our offices and technical infrastructure.
- Implement water-saving initiatives and raising awareness among employees about responsible water usage,
- Encourage responsible consumption and waste reduction practices, including recycling, reuse, and appropriate disposal of materials, packaging, and electronic waste. This includes circular solutions which are a material topic for Zühlke.

Carbon footprint reduction

We are dedicated to decarbonising our business and mitigating the impact of our activities on climate change. To achieve this, we will:

- Monitor and measure our greenhouse gas emissions across our operations, including energy usage and our procurement and supply chain.
- Reduce our emissions through coordinated decarbonisation measures to reach our validated and approved science-based net-zero targets in line with a 1.5°C trajectory.
- Promote sustainable procurement, sustainable business travel and commuting options, and more environmentally and climate-friendly working environments.
- Neutralise carbon emissions by financing high-quality carbon avoidance and removal projects.

Environmental compliance and best practices

We are committed to complying with all relevant environmental laws, regulations, and standards in the countries where we operate. In addition, we look to exceed compliance requirements and adopt best practices for environmental management. This includes:

- Regularly monitoring changes in environmental regulations and integrating them into our operations. This includes voluntary regulations we have opted to report on.
- Ensuring that our employees are educated and trained on environmental practices and regulations relevant to their roles.
- Engaging in partnerships and collaborations with organisations, suppliers, and clients who share our commitment to environmental sustainability.

Continuous improvement and innovation

We foster a culture of continuous improvement and innovation to drive sustainable practices within Zühlke. We encourage our people to:

- Actively participate in identifying and implementing innovative solutions for reducing our environmental impact.
- Share ideas and best practices that promote environmental sustainability.
- Continuously monitor and evaluate our environmental performance to identify areas for improvement and set new targets.

Stakeholder engagement and communication

We recognise the importance of engaging and communicating with our stakeholders regarding our environmental initiatives. We will:

- Provide regular updates on our environmental performance and progress towards our goals to our employees, clients, suppliers, and the public.
- Encourage open dialogue and collaboration with stakeholders to drive positive environmental change, for example, through client projects with positive impacts.
- Raise awareness among our employees and promote their active participation in our environmental efforts, including regular training.

This Environmental Policy represents our commitment to sustainable practices and environmental stewardship and is available to all interested parties. We will regularly review and update this policy to ensure its ongoing relevance and effectiveness. Together, we can make a meaningful contribution to safeguarding our planet for current and future generations.

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