



## Capsa Sustainability

1/15/21

Capsa Healthcare (Capsa) is committed to environmental responsibility and sustainability in all aspects of our business. Capsa strives to be a good environmental champion by managing our business to meet the needs of the present without compromising future generations. Capsa meets or exceeds all applicable environmental standards. Every employee and contractor on Capsa premises is expected to follow this policy and to report any environmental, health or safety concerns to Capsa management. If any concerns are reported, Capsa managers are trained to take prompt corrective and preventive action.

### **SUSTAINABILITY STRATEGY**

Capsa is dedicated to operating sustainably and takes into account the interests of our internal and external stakeholders.

### **PEOPLE**

We want to be seen as an employer of choice for current and future employees. We believe that people are more enthusiastic about – and enjoy – working for a very good company. Capsa encourages a safe and healthful workplace by providing appropriate training and necessary safety and emergency equipment.

### **PROCESSES**

We have established the structures and processes needed for systematic sustainability management. This helps us to actually implement all our ideas and solutions. Specific rules relating to sustainability can also be found in the Capsa Quality and Information Security documentation, Capsa Employee Manual, Capsa Code of Compliance. All employees and managers are obliged to follow these processes.

- Purchase and dispose of materials with the goal of minimal adverse environmental consequence.
- Require our vendors to purchase and dispose of materials with the goal of minimal adverse environmental consequence.
- Conserve natural resources by reusing and recycling materials in the office and manufacturing processes.
- Purchase recycled materials and recyclable packaging materials wherever practical.
- Provide a means of managing obsolete and overstock products in an environmentally safe and sustainable manner.
- Use manufacturing processes that do not adversely impact the environment, minimize waste and pollution and minimize health and safety risks.

### **PRODUCTS**

We are stepping up the development and refinement of environmentally friendly and safe products and business processes.

- Market and manufacture Capsa products that are efficient in their use of energy, protective of the environment, and that can be reused, recycled or disposed of safely.
- Encourage the repair and reuse of Capsa products to extend their useful life.

### **SUSTAINABILITY REPORTING**

Capsa regularly carries out a sustainability assessment and makes that available to our stakeholders.

## **COMPLIANCE WITH HEALTH AND SAFETY REGULATIONS**

Health and safety in the workplace is governed by numerous laws, regulations and internal rules. It is essential that everyone comply with them. We regularly provide employees with comprehensive information about existing and amended rules. One such rule is that all employees must wear the stipulated protective gear, in particular safety shoes, protective goggles, gloves and helmets at the appointed areas. The work clothing provided must be worn.

## **ENVIRONMENTAL PROTECTION COMMITMENT TO THE ENVIRONMENT**

Protecting the environment is part of sustainable corporate development. By making a commitment to protect the environment, we want to maintain Capsa's competitiveness and, at the same time, fulfil our responsibility as a corporate citizen. Effective environmental protection demands the engagement of all employees.

## **MEASURES TO PROTECT THE ENVIRONMENT**

We develop and build energy-efficient products, use recyclable materials and deploy eco-friendly manufacturing techniques in the production process. We drive the development and deployment of environmentally responsible technologies. Our expectation is that all areas of the company and all employees use natural resources in a sustainable manner.

## **PERMITS AND APPROVALS**

We ensure that our company adheres to all environmental protection regulations applicable to the establishment and operation of our production and service units. We obtain permits and approvals in good time and comply with the rules and requirements associated with them.

## **RELATIONSHIP WITH REGULATORS**

We believe a cooperative relationship with regulators is important. As a rule, a representative is designated for each of the different areas. He or she is then responsible for contact with the regulators.

## **REDUCTION OF POLLUTION**

We obey the statutory limits for pollution levels and aim to reduce our impact on the environment – particularly in terms of noise, odours, soil contamination and waste water – in an appropriate manner. Nonetheless, it cannot be ruled out that production and service facilities might have an adverse effect on our neighbourhood and the environment.

- Ensure the responsible use of energy by encouraging energy conservation and the efficient use of energy and where possible by using green technologies and renewable energy.

## **WASTE**

We aim to avoid creating waste in the first place. The waste that we do produce has to be disposed of with the minimum environmental impact. You must make sure that we comply with all waste disposal regulations. This particularly applies to hazardous waste, such as paint, acid and oil. Only if we all adhere to the rules regarding the storage, transport and disposal of waste can we effectively avoid risks to the environment and legal sanctions.