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About This Policy

1.1. This Environmental Sustainability Policy formalizes our commitment to supporting the principles of environmental sustainability, recognizing that a sustainable environment is central to both our lives and work.

1.2. SDD is dedicated to managing its operations in ways that promote environmental sustainability, preserve and enhance natural resources, prevent environmental pollution, and ensure the continuous improvement of our environmental performance.

1.3. The aim of this Environmental Sustainability Policy is to integrate sustainability into all organizational activities and to establish and promote sound environmental practices within our operations.

We will achieve this by:

- a. Informing employees and stakeholders of our commitment to the environment and sustainability.
- b. Supporting the implementation of environmental initiatives within our company.
- c. Monitoring the progress of those environmental initiatives.
- d. Communicating the outcomes of these initiatives to relevant stakeholders.

2. Who Is Responsible for This Policy?

2.1. This policy is overseen by the management. It was adopted on January 1, 2024, and will be reviewed annually. Amendments may be made at any time based on guidelines or shifting organizational priorities.

2.2. Line managers are responsible for this policy, and any questions regarding the policy should be directed to them in the first instance.

2.3. Suggestions for changes or additions to this policy are welcome and should be reported to management.

3. Who Does This Policy Apply To?

3.1. This policy applies to management, employees, interns, temporary staff, and agency workers.

3.2. This policy is implemented across the various departments of SDD.

3.3. This policy does not form part of any employment contract or service agreement, and we reserve the right to amend it at any time.

4. Environmental Sustainability Statement

4.1. SDD respects its relationship with the natural environment and its ecosystems. We acknowledge the negative impact human activity can have and take action to prevent the degradation of those natural systems. We recognize the specific impact our business has on the environment and our responsibility as a good corporate citizen to ensure a sustainable natural environment.

4.2. SDD is committed to the following principles and practices:

Complying with all relevant international and national environmental regulations and legislation.

Reducing the consumption of natural resources in daily activities, including water, paper, and energy.

Maximizing the recycling of resources.

Properly disposing of all waste and minimizing the waste sent to non-recyclable landfills.

Preventing environmental pollution and continuously improving our environmental management.

Minimizing pollution by taking steps to reduce carbon emissions from vehicle and air travel.

Encouraging suppliers to adhere to the highest standards of environmental performance wherever possible.

Communicating aspects of this policy throughout the supply chain.

Reviewing this policy annually, measuring objectives and performance as part of that review.

5. The Natural Environment on Our Premises

5.1. SDD is committed to enhancing the potential for nature to thrive on its premises.

5.2. We are committed to promoting biodiversity to the greatest extent possible.

5.3. We will achieve this by:

Protecting and enhancing the quality and extent of the natural environment on our premises.

Supporting the preservation of trees, hedges, and other aspects of the natural environment.

Ceasing the use of inefficient outdoor heating systems.

Minimizing the use of chemicals and pesticides on our premises.

6. Sustainable Travel

6.1. We support modern work practices, including remote and hybrid working.

6.2. We encourage the use of digital meetings whenever possible.

6.3. We aim to minimize air travel as much as possible.

7. Waste and Recycling

7.1. SDD aims to minimize waste by preventing, reusing, recycling, or recovering waste wherever possible. We ensure that waste is properly sorted, stored, and disposed of sustainably across all our locations.

7.2. We strive to be a low-waste company by:

Adding recycling notes to the devices we produce.

Gradually eliminating single-use plastic or outlining waste disposal processes like WEEE.

Recycling 100% recyclable materials.

Reducing the use of non-recyclable materials.

Promoting and encouraging recycling by all employees, with metals, plastics, and paper separated into designated bins.

Reducing the production of non-recyclable sources such as laminated or plastic-based promotional materials.

Minimizing the amount of printed material and ensuring the recycling of old paper.

Using electronic communication as our primary means of communication and implementing an opt-in scheme for paper-based communication.

Minimizing and preventing pollution, including light, noise, solid waste, liquids, and chemicals.

8. Sustainable Procurement

8.1. We strive to improve our carbon footprint throughout our supply chain, committing to the principles of local and seasonal procurement to reduce the distance between source and destination.

8.2. We encourage timely procurement and promote less environmentally impactful methods for international procurement needs. Where decisions are made in advance, land or sea shipment can be used instead of flights, reducing the carbon impact of procurement compared to aviation.

8.3. We will achieve sustainable procurement objectives by:

Ensuring wood or wood-based materials come from recyclable or sustainable sources marked with PEFC, FSC, or IPPC certifications.

Ensuring consumables like cleaning agents and inks are as environmentally friendly as possible.

9. Our Duty to the World

9.1. Electricity and gas usage is a significant contributor to greenhouse gas emissions; however, our organization cannot function without energy. Therefore, energy is one of the clearest and most important ways to reduce our overall emissions, and it forms a vital part of our commitment to reducing our carbon footprint.

10. Information Technology and Sustainability

10.1. We are working towards using certified sustainable PCs, laptops, monitors, mobile devices, and network and server hardware.

10.2. Non-standard IT equipment is not used unless a technical requirement makes it unavoidable. Non-sustainable or low-energy-efficient equipment will only be used if no alternatives are available.

10.3. All equipment must be properly disposed of through an approved e-waste recycling contractor. No IT equipment should be sent to landfill or discarded.

11. Product Innovation and Sustainable Design

11.1. At SDD, we are committed to sustainable innovation and design. Our R&D department continually develops new products with a strong focus on sustainability. This includes using environmentally friendly materials and energy-efficient manufacturing processes. For example, we use 3D printing technology for plastic components, resulting in less waste and more efficient resource use.

11.2. Our products comply with strict environmental and safety standards, bearing REACH and RoHS certifications that guarantee our products are free of hazardous substances and adhere to European regulations protecting human health and the environment.

12. Inclusivity and Development Opportunities at SDD

12.1. We strive to create an inclusive and supportive work environment where everyone has the opportunity to grow and develop. Our initiatives focus on hiring individuals with barriers to employment, providing training opportunities, and promoting a healthy work-life balance.

13. PSO 30+ Level 3 Certification

13.1. SDD has been awarded the prestigious PSO 30+ Ladder 3 certificate, recognizing our commitment to fostering an inclusive and supportive work environment.

14. Community Sponsorship

14.1. SDD believes in supporting diverse initiatives that have a positive impact on our community and the world around us. Our sponsorships reflect our core values of social responsibility, involvement and compassion.

Below is an overview of our key sponsorship activities:

Hulphond Nederland: We are proud to be a sponsor of Hulphond Nederland. This organization trains assistance dogs that play a crucial role in the lives of people with a physical or mental disability. By supporting them, we help improve the quality of life and increase the independence of many.

Local entrepreneurs are the heart of our community. SDD is committed to supporting them through sponsorship, so that they can grow their business and contribute to the economic vitality of our region. We believe that strong local businesses are the foundation for a thriving and resilient community.

Animal needs. Caring for animals in need is close to our hearts. As a sponsor of various animal welfare organizations, we ensure that animals receive the help and protection they need. Our contributions support shelters, animal shelters and other initiatives that promote animal welfare.

Local schools. Education is the key to the future and SDD is committed to supporting local schools. Through sponsorship, we contribute to educational programs, school activities and facilities. We invest in the future of our children by giving them the resources they need to grow and learn.

Gelre Association International. We are also a sponsor of Gelre Association International. This organization plays a crucial role in promoting cultural exchange and international cooperation. Through their various programs and events, we support the strengthening of ties between different cultures and communities. They actively work to promote the 17 sustainability goals through their activities, advocacy efforts with government, partnerships with local businesses and even on a global scale.

At SDD, we believe that sponsorship is more than just financial support. It is a way to connect with the community and create change. We are proud to contribute to these diverse and valuable initiatives and will continue to work towards a better future for everyone.

APPROVED, EMST, 25 September 2024

