

# Environmental Policy

## Introduction

At Volex we are committed to conducting our business in an environmentally responsible way so as to benefit our shareholders, the environment and other stakeholders.

We recognise the challenges facing the modern world from climate change and the urgent need for substantive action.

We are committed to playing our part in reducing our emissions (scope 1 and 2) to net zero by 2035. We will determine our targets in accordance with the Science-based Targets Initiative and we will disclose a detailed roadmap and targets by the end of FY2025. Through the implementation of this roadmap we are confident of our ability to contribute to the transition to a low carbon future.

Through this policy statement, and the commitments and actions described below, we demonstrate our commitment to building a sustainable business and minimising the potential negative impacts that our business and operations may have on the environment over the longer term.

## Scope

This policy is applicable to Volex plc and all of our global operations including all of our subsidiaries in which we have a majority ownership (collectively "Volex").

This policy applies to all our employees; officers; consultants; contractors; casual workers; agency workers; interns; volunteers; students; suppliers; visitors, customers and any third parties who are affected by our operations.

## Our Management Framework

In response to our international obligations:

1. we have assigned overall responsibility for this policy and for ensuring its effectiveness to our Board's Safety, Environmental and Sustainability Committee.
2. we have assigned Executive responsibility for this policy to our Group Sustainability Steering Committee;
3. we have established Regional Sustainability Steering Committees to ensure regional accountability for the achievement of the targets defined below;
4. we have established a Volex Factory Sustainability Framework that provides a framework for each of our factories to define their sustainability improvement initiatives.
5. we encourage all our sites to achieve the ISO14001 environmental management standard and 15/28 manufacturing factories (represents 73% of our global workforce) have already achieved this standard including our 3 factories in China, our largest sites in Mexico, and our largest site located in Batam, Indonesia.

## Stakeholder Engagement and Consultation

Environmental management, climate change and its related risks and opportunities and broader sustainability topics are all of significant interest to our stakeholders.

We value and recognise the importance of open dialogue with our stakeholders on these important matters. Our engagement with our stakeholders is described within our s.172 Statement contained within our Annual Report.

## Metrics and Disclosures

Our performance and progress towards our sustainability targets will be reported to our Safety, Environment and Sustainability Committee on a periodical basis.

Annually our performance will be reported through our Annual Report and Accounts before being displayed on our website and disclosed through sustainability disclosure platforms such as CDP and Ecovadis.

## Responsibility

Compliance with this policy is the responsibility of the Board of Directors and will be monitored through our Safety, Environment and Sustainability Committee.

## Review of the policy

This policy will be reviewed at least annually.

## Board Approval

This policy has been reviewed and approved the board of directors.

## Date of Last Review

11 March 2025

## Environmental Policy - Our Policy Principles

**At Volex we strive to be a sustainable business by:**

### 1. Responding to the challenges of climate change

We have committed to achieve Net Zero Emissions (on our scope 1 and 2 emissions) by 2035 in line with the Paris Agreement. We are committed to identifying, understanding, quantifying, reducing and or mitigating our scope 3 emissions. We will implement the necessary workstreams in order to achieve this. Working under the Science-Based Targets Initiative we will publish our targets by end of FY2025.

### 2. Reducing our energy consumption

Energy is an expensive resource however energy is also a fundamental necessity for Volex as a manufacturing company. To reduce our energy consumption we require all our sites to adopt LED lighting and we require all sites to be engaged with energy conservation projects. Case studies and best practice examples are reported and shared through our Kaizen and Operational Excellence framework.

### 3. Using natural resources or energy more efficiently

As a manufacturer we recognise the importance of resource and energy efficiency. It is fundamentally beneficial to our business performance and it is our clear responsibility to ensure that all natural resources are used responsibly and sustainably.

### 4. Reducing our water consumption

As a manufacturer we recognise the importance of water as a resource. We are committed to reducing our water consumption and encourage our factories to proactively work on reducing water usage within their operations and within their non-manufacturing areas. We have published a separate policy statement on water.

### 5. Reducing our atmospheric emissions that are not related to our energy consumption

We will never knowingly cause or allow atmospheric pollution, not related to energy consumption, to occur from our operations. In line with our broader commitments under this policy we will require all sites to have pollution identification, prevention and control measures.

### 6. Reducing our emissions, releases and waste

As a manufacturer we recognise the inherent environmental impacts of our operating model. We are fully committed to reducing our emissions, releases and waste and have set internal targets accordingly. We monitor hazardous waste levels across the group and support our local sites to reduce hazardous waste levels year on year. We encourage all sites to strive towards zero waste to landfill.

### 7. Responsible sourcing

We are committed to ensuring that across our business our sourcing teams act in a responsible, ethical and sustainable manner. We require each of our sites to have strict procedures in place in respect of sourcing products or raw materials contained 3TG minerals (or any other materials added under legislation or regulation from time to time) as is set out in our Responsible Minerals Sourcing policy which is available on our website.

### 8. Making our products and services more sustainable

We are working to make continuous and long term improvements to mitigate the impact we have on the environment through the design, delivery of our products and services to our customers. We recognise the necessity of a circular economy and we work closely with our customers to deliver solutions to the environmental challenges we face. We work to deliver more sustainable products and services and work to reduce our emissions, water consumption and levels of waste generation.

**At Volex we strive to be a responsible business by:**

### 9. Respecting legally designated protected areas and to avoid causing any negative impacts on threatened and protected species

We will never knowingly cause or allow damage to occur to any legally designated protected areas or to threatened and protected species from our operations. Where potential impacts or concerns are identified we will work with local partners and appropriate experts to determine the best solutions to resolve and remediate any impacts.

### 10. Protecting biodiversity

We will never knowingly cause or allow damage to biodiversity from our operations. We encourage our sites to proactively identify and support local projects that enhance biodiversity within the communities in which we operate.

### 11. Preventing and managing the risks of accidental pollution into the soil or ground

We will never knowingly cause or allow environmental pollution to occur from our operations. In line with our broader commitments under this policy we will require all sites to have an environmental management system and to establish pollution identification, prevention and control measures.

### 12. Protecting the environment

We are fully committed to protecting the environment. We work to minimise the negative impacts on the environment from our business and will support and engage with environmental protection initiatives in the communities in which we operate.

**At Volex we strive to be a trusted business by:**

## Environmental Policy - Our Policy Principles

### **13. Monitoring the company's environmental performance**

We recognise the importance of monitoring our environmental performance. We have implemented a comprehensive sustainability reporting platform which we call V-SRS. We have set environmental performance targets and our performance is monitored by our management team. Progress is reported periodically to the Board through the Safety, Environment and Sustainability Committee.



### **14. Reporting regularly on environmental issues**

We recognise the importance of transparency and integrity to our reporting on environmental issues and in the reporting of our progress towards our environmental commitments. Since FY22 our Annual Report and Accounts has been aligned to the UN's Sustainable Development Goals. We utilise external environmental auditors to review and verify our reporting, providing limited assurance on, our annual declarations made through our Annual Report and Accounts.



### **15. Implementing an environmental management system**

We recognise the importance of adopting a systematic approach to environmental management and we encourage all of our operational sites to implement the ISO 14001 environmental management standard that ensures regular external verification of the systems and procedures required under this standard.



### **16. Promoting environmental awareness**

As a global employer operating across 22 countries we recognise our role and responsibilities in creating environmental awareness within our global workforce. We encourage all sites, through our Factory Sustainability Framework and through our annual Volex Site Excellence Awards, to proactively work on initiatives that increase levels of sustainability in the Company, whether locally within their community or more broadly across the wider business. We publish case studies in our Annual Report and Accounts and via our website and through our use of social media platforms.



# Environmental Policy - Site Implementation Requirements

**Our sites are required to take the following actions in order to demonstrate compliance with this policy:**

## **1. Align local policies and management systems**

- take the appropriate steps to review the Volex Environmental Policy then update your local environmental policy and, where applicable, your ISO 14001 environmental management system to be consistent with the principles of the Volex Environmental Policy

## **2. Establish an Environmental Policy Action Plan including the following topics:**

- implement an accredited environmental management system such as ISO 14001
- improving energy efficiency and energy conservation measures e.g. LED lighting
- source green electricity through an independently certified program
- decarbonisation of energy supply e.g. look at green energy contracts and renewables
- increase water use efficiency, monitor water usage and promote water conservation
- identification, prevention and control of potential sources of air, water and ground pollution
- take action to reduce waste and eliminate single use plastics from operations

## **3. Ensure a programme of environmental compliance**

- maintain environmental permits in accordance with local regulatory requirements and report any fines or penalties.
- ensure compliance with our Responsible Minerals Sourcing Policy in respect of 3TG minerals or any additional minerals that may be added from time to time..

## **4. Promote workforce awareness of environmental policy awareness**

- promote the Volex Environmental Policy and the Volex Factory Sustainability Framework
- promote energy and water conservation programmes
- promote resource efficiency and elimination of single use plastics
- identify proximity to legally designated protected areas and the presence of threatened and protected species in the vicinity of any operating location
- proactively identify and support local projects that enhance and protect biodiversity
- promote environmental protection initiatives in the communities in which Volex operates

## **5. Monitor performance and submit on-time date into the Volex Sustainability Reporting System**

- report on environmental performance including any environmental incidents

## **6. Report and share case studies and kaizen examples**