

## JOLODA HYDRAROLL GROUP - Environmental, Social and Governance (ESG) Policy

Applies to: Joloda Hydraroll Limited, Joloda Conveyor Services (JCS), Joloda BV, Joloda LAI, and Actiw Oy

### Introduction

At Joloda Hydraroll Group, we are committed to conducting our business in a sustainable, responsible, and ethical manner. We recognise that Environmental, Social, and Governance (ESG) considerations play a key role in long-term business resilience, stakeholder confidence, and value creation.

This ESG Policy sets out the principles that guide how ESG considerations are integrated into our strategy, decision-making, and operations across the Group. It reflects our commitment to operating responsibly, managing risk effectively, and contributing positively to our employees, customers, communities, and the wider environment.

As a global provider of material handling solutions, we recognise our responsibility to minimise environmental impact, protect people, and maintain high standards of governance. We commit to complying with all applicable legal and regulatory requirements and to continually improving our ESG performance where practicable.

### Environmental

#### Overview

We are committed to responsible environmental stewardship and to minimising the environmental impacts associated with our operations and supply chain. This includes managing energy use, carbon emissions, water consumption, waste generation, and pollution risks in a structured and proportionate manner.

We recognise that environmental impacts arise not only from our day-to-day operations, but across the full life cycle of our products and services. We therefore seek to consider environmental performance in the design, manufacture, installation, operation, and disposal of our solutions, where practicable.

#### Climate Change

We recognise climate change as a significant global risk and are committed to reducing the environmental footprint of our activities. We seek to improve energy efficiency, reduce carbon emissions, and support the transition to lower-carbon operations.

Where feasible and commercially viable, we seek to procure renewable electricity and to improve the environmental performance of our buildings, processes, and fleet.



Environmental data is monitored and reviewed to support informed decision-making and continual improvement.

## Investing in Sustainability

We seek to improve environmental performance through targeted initiatives focused on:

- Energy efficiency and responsible energy use
- Responsible water management
- Reduction of emissions associated with transport and fleet activities
- Waste reduction, reuse, recycling, and recovery

Environmental performance is monitored through appropriate internal and external mechanisms, and progress is reviewed as part of management and ESG governance processes. Where applicable, environmental reporting obligations are met in line with statutory requirements, including energy and carbon reporting frameworks.

## Social

### Overview

People are central to our success. We are committed to providing safe, inclusive, and supportive working environments where individuals are respected, valued, and able to develop.

We aim to act as a responsible employer and business partner, creating positive relationships with our workforce, customers, suppliers, and the communities in which we operate.

### Compensation and Benefits

We aim to attract, retain, and motivate talented individuals by offering competitive and fair compensation and benefits appropriate to local markets. These may include wellbeing support, pension arrangements, development opportunities, and benefits designed to promote long-term engagement and stability.

### Culture, Engagement and Development

We seek to adopt a positive workplace culture built on collaboration, respect, and open communication. New employees receive structured induction to introduce them to our values, expectations, and ways of working.

We encourage employee feedback and engagement through appropriate channels, including performance reviews, team discussions, and leadership engagement. We support personal and professional development through role-appropriate training and development opportunities.



## Health and Safety

The health, safety, and wellbeing of our employees, contractors, and visitors is a fundamental priority. We are committed to providing safe working environments and to preventing injury and ill health.

We comply with all applicable health and safety legislation and seek to operate in line with recognised standards and best practice. Employees receive appropriate health and safety induction and role-relevant training, with additional training provided based on risk. We maintain systems and processes to monitor performance and drive continual improvement.

## Diversity and Inclusion

We are committed to creating an inclusive workplace that values diversity in all its forms, including gender, age, ethnicity, experience, and background. We aim to provide equal opportunities in recruitment, development, and progression, and to maintain a workplace free from discrimination, harassment, and victimisation.

We recognise that diversity strengthens decision-making, performance, and long-term sustainability across all levels of the organisation.

## Community Engagement

We seek to contribute positively to the communities in which we operate. This may include supporting local initiatives, community projects, or charitable activities, where aligned with our values and business objectives.

## Governance

### Overview

Strong governance underpins sustainable business performance. We are committed to operating with integrity, transparency, and accountability, and to complying with all applicable laws, regulations, and ethical standards.

### Corporate Governance and Oversight

The Group maintains appropriate governance arrangements to support effective leadership, oversight, and decision-making. This includes Board-level oversight of business performance, risk, and ESG matters, supported by management structures and employee engagement mechanisms appropriate to each operating region.

### Transparency and Accountability

We seek to communicate openly and transparently with our stakeholders regarding our business activities and ESG performance. Information relating to ESG commitments and performance is shared through appropriate channels, including corporate reporting and external disclosures where applicable.



## Ethics and Conduct

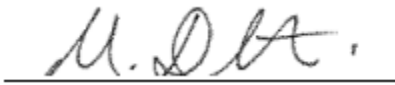
We expect the highest standards of ethical behaviour from our directors, employees, and those acting on our behalf. Our Code of Conduct sets out clear expectations regarding integrity, fairness, and responsible behaviour.

We promote open communication and encourage employees to raise concerns without fear of retaliation. Whistleblowing arrangements are in place to allow concerns regarding misconduct, unethical behaviour, or legal non-compliance to be reported confidentially and investigated appropriately.

## Policy Governance and Review

This ESG Policy is approved by the Chief Executive Officer and applies to all Joloda Hydraroll Group entities. The policy is reviewed periodically to ensure it remains appropriate, effective, and aligned with business strategy, legal requirements, and stakeholder expectations.

Michele Dematties



Chief Executive Officer

Date: January 2026