

## Gala Group Environmental Policy

### 1. Introduction

At Gala Group, we are committed to conducting our business in an environmentally responsible manner. We recognize the importance of protecting the environment for future generations and are dedicated to minimizing our environmental impact across all our operations, from production to supply chain management.

### 2. Scope

This policy applies to all Gala Group entities, including our production sites in the EU and India as well as our sales sites, and extends to our entire supply chain.

### 3. Policy Statements

#### 3.1 Compliance and Beyond

- We comply with all relevant environmental laws and regulations in the regions where we operate.
- We strive to exceed compliance requirements by adopting best practices and continuously improving our environmental performance.
- We designed and are executing our 2030 ESG strategy with the strong environmental road map

#### 3.2 Sustainable Sourcing

- We source raw materials from suppliers who share our commitment to environmental sustainability.
- We prioritize the use of renewable and recycled materials in our products.
- We communicate our sustainable procurement and supplier management policy to all our existing and newly engaged suppliers.
- We expect all our business partners to comply with our Code of Conduct.

#### 3.3 Energy and Resource Efficiency

- We implement energy-efficient practices and technologies in our production processes to reduce our carbon footprint and GHG emissions.
- We continuously work in partnership with ext. partners in order to develop and improve our processes and create breakthroughs production concepts
- We optimize the use of resources, including water and raw materials, to minimize waste and promote conservation.

<b>Document:</b>	<b>Created:</b> 12.05.2024	<b>Released:</b> 25.06.2024	<b>Page</b>
Gala Group Environmental Policy -1.0 (002)	By: Dr. Frank Hanewinkel	By: Dr. Thomas Schröder	1 of 3

### 3.4 Waste Management

- We are working on a comprehensive waste management strategy that includes reducing, reusing, and recycling waste materials.
- We ensure the safe and responsible disposal of any hazardous waste generated by our operations.
- We comply with all applicable regulatory.

### 3.5 Biodiversity

- We recognize the critical importance of biodiversity and the role it plays in maintaining healthy ecosystems.
- We are committed to protecting and enhancing biodiversity through our operations and supply chain and strive to minimize our impact on natural habitats and work towards the restoration of ecosystems where possible.
- Our sourcing practices prioritize materials that do not contribute to deforestation or habitat destruction, and we collaborate with suppliers who share our commitment to preserving biodiversity.

### 3.6 Environmental Impacts of Products

- We are dedicated to understanding and mitigating the environmental impacts associated with the use of our products. This includes assessing the lifecycle of our products from production to disposal.
- We design our products with sustainability in mind, ensuring they are durable, recyclable, and made from environmentally friendly materials.
- We provide clear information to our customers on how to use and dispose of our products responsibly, aiming to reduce their environmental footprint.

### 3.7 Promotion of Sustainable Consumption

- We actively promote sustainable consumption by encouraging our customers to make environmentally conscious choices.
- We are committed to fostering a culture of sustainability both within our organization and among our customers.

### 3.8 Pollution Prevention

- We take proactive measures to prevent pollution and minimize emissions to air, water, and soil.
- We will regularly monitor and report on our environmental performance to ensure transparency and accountability.

### 3.9 Employee Engagement and Training

- We educate and engage our employees on environmental issues and best practices.
- We provide training to ensure that all employees understand their role in achieving our environmental objectives.

Document:	Created: 12.05.2024	Released: 25.06.2024	Page
Gala Group Environmental Policy -1.0 (002)	By: Dr. Frank Hanewinkel	By: Dr. Thomas Schröder	2 of 3

### 3.10 Continuous Improvement

- We set measurable environmental targets and regularly review our progress towards achieving them.
- We seek opportunities for innovation and improvement in our environmental practices.

### 3.11 Stakeholder Collaboration

- We work collaboratively with our stakeholders, including suppliers, customers, and local communities, to promote environmental sustainability.
- We encourage our suppliers and partners to adopt environmentally responsible practices.

## 4. Conclusion

Gala Group is committed to integrating environmental sustainability into all aspects of our business. By adhering to this policy, we aim to reduce our environmental impact and contribute to a more sustainable future.

Ansbach: 26.6.2024

Dr. Thomas Schröder

Camilo Eugenio

Klaus-Magnus Junginger

Document:	Created: 12.05.2024	Released: 25.06.2024	Page
Gala Group Environmental Policy -1.0 (002)	By: Dr. Frank Hanewinckel	By: Dr. Thomas Schröder	3 of 3