

GROUP ENVIRONMENTAL POLICY

Guideline to Operate Responsible Businesses

Policy information

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Reunert Business Units

Policy owner:

Sustainability Specialist

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Group Human Capital and Sustainability
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1 INTRODUCTION

Reunert Limited recognises the critical importance of environmental stewardship in its business operations. Reunert is committed to minimising the environmental impact of its operational activities and complying with environmental legislation, policies, and standards.

This policy aligns with **South Africa's National Environmental Management Act (NEMA, Act No. 107 of 1998)**, the **Waste Act (Act No. 59 of 2008)**, the **National Water Act (Act No. 36 of 1998)**, and relevant international frameworks, including the **United Nations Global Compact** and the **Sustainable Development Goals (SDGs)**. It also incorporates the latest environmental standards from the **ISO 14001:2015 Environmental Management Systems**.

2 SCOPE AND APPLICATION

2.1 Internal Stakeholders

This policy applies to employees within Reunert's business units. Each Business Unit is responsible for integrating these environmental practices into their operations, ensuring compliance with the latest regulations and best practices.

2.2 External Stakeholders

All contractors, suppliers, consultants, and external advisors engaged by Reunert, or its Business Units must adhere to this policy. It is the responsibility of Reunert employees to ensure that this policy is communicated and enforced among third-party stakeholders, particularly where their activities impact environmental management.

3 REUNERT'S ENVIRONMENTAL COMMITMENT

Reunert is committed to:

- 3.1 **Compliance with Environmental Legislation:** Adhering to applicable environmental laws and regulations, including but not limited to the National Environmental Management Act, the National Water Act, and the Waste Act.
- 3.2 **Sustainable Resource Management:** Efficiently managing resources, including water, energy, and raw materials, to minimise environmental impact and promote sustainability.
- 3.3 **Pollution Prevention:** Implementing processes and technologies to reduce pollution at the source and reduce emissions, waste, and environmental degradation.
- 3.4 **Water Use and Conservation:** Prioritising water conservation in business operations, ensuring the sustainable use of water resources, and minimising water wastage in line with the National Water Act and industry best practices.
- 3.5 **Waste Management:** Reducing, reusing, and recycling waste wherever possible and ensuring the safe disposal of hazardous materials in compliance with the Waste Act.
- 3.6 **Climate Change Mitigation:** Measuring and reducing greenhouse gas emissions in alignment with national and international climate targets and integrating climate change considerations into key aspects of our business operations.

4 PRINCIPLES GUIDING REUNERT'S ENVIRONMENTAL APPROACH

Reunert's approach to environmental management is guided by the following principles:

- 4.1 **Proactive Environmental Management:** Integrating environmental considerations into strategic planning, project design, and day-to-day operations.
- 4.2 **Continuous Improvement:** Regularly reviewing and improving our environmental management systems to reflect the latest scientific knowledge, technological advancements, and regulatory changes.
- 4.3 **Reporting and Accountability:** Ensuring that environmental impacts are transparently reported and communicated to stakeholders, including employees, investors, customers, and the broader community.
- 4.4 **Stakeholder Engagement:** Actively engaging with stakeholders to address environmental concerns and collaborate on sustainable solutions.
- 4.5 **Risk Management:** Identifying and mitigating environmental risks through robust risk assessment processes and the implementation of appropriate control measures.

5 ROLES AND RESPONSIBILITIES

Each Business Unit within Reunert is responsible for:

- 5.1 **Environmental Compliance:** Ensuring that operations comply with applicable environmental laws, regulations, and standards.
- 5.2 **Resource Management:** Efficiently using water, energy, and other resources, and seeking opportunities to minimise consumption and waste.
- 5.3 **Environmental Training:** Providing relevant training and education to employees on environmental best practices and compliance requirements.
- 5.4 **Monitoring and Reporting:** Monitoring environmental performance and reporting on key metrics to senior management.

6 CONSEQUENCES OF NON-COMPLIANCE

Any breach of the Group Environmental Policy must be reported immediately to the responsible Manager or Executive. Where necessary, breaches with potential regulatory or legal implications must be reported to the Group Legal team before notifying the relevant authorities.

7 ADDITIONAL INFORMATION

For further clarification or additional information regarding this policy, please contact the Sustainability Specialist.

8 REVIEW

This policy will be reviewed annually to ensure alignment with the latest environmental legislation, standards, and Reunert's sustainability goals.

9 APPROVAL

Approved by	Role	Signature	Date
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