

Environmental Policy

Group Management

Policy

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1 Purpose

The purpose of this Group Environmental policy is to make sure HMS manages its environmental impacts of delivering its products and services, to support the achievement of sustainability objectives and protect environment.

2 Scope

This policy applies to all HMS activities. It forms part of HMS sustainability strategy and applies to all employees.

3 Document responsibilities

The Global Quality and Sustainability Manager is the document owner. The CEO is approving the document.

4 Policy

HMS develops and provides products and services that enable customers to minimize their negative environmental footprint, improve their resource efficiency and increase productivity. We create value for our customers and for society through development and continuous improvement of our environmental impacts in a conscious, resource efficient and cost-efficient manner. We maintain an ongoing dialog with our stakeholders – customers, employees, investors and owners – on what is important to obtain valuable feedback on how to carry out effective sustainability efforts. Our key environmental aspects are energy consumption, greenhouse gas emissions and electronic waste.

The following principles shall apply for the activities under this Group Policy:

- We apply a consistent and structured management approach, based on continuous improvement, to reduce our negative environmental impacts
- We follow all relevant domestic laws and regulations in the countries where we operate
- We support a precautionary approach in our operations and throughout our value chain
- We commit to develop, use and promote environmentally friendly technology, products and services in our operations and throughout our value chain
- We use natural resources and energy efficiency, as well as recycle e-waste to maximize metal recycling from the available raw metals
- We regularly measure, set targets, follow up and communicate our environmental performance in a transparent, reliable and timely manner.

5 Review and approval

The Policy is administrated by the Global Quality and Sustainability Manager which also makes necessary updates and communicates the policy within the HMS Group.

The Policy is approved by the CEO.