

Policy

Sustainability

Sustainability at deugro group begins with our people and extends to the communities we serve and the ecosystems we impact. We believe that doing business responsibly means fostering a culture of equity, transparency and care. Our Sustainability Policy reflects this commitment to our employees, communities, business partners, and the planet. We have evolved our Corporate Social Responsibility (CSR) commitments into a broader, strategic sustainability focus that guides all aspects of our operations. This approach is rooted in our core values of personal accountability, leadership, trust and integrity and is lived top down from our C-Suite, Presidents and Senior Management, and by each employee worldwide.

The deugro group's sustainability strategy is guided by ISO 26000 and supports the United Nations Sustainable Development Goals (SDGs). It is reinforced by our public commitment to the United Nations Global Compact (UNGC) and its Ten Principles in the areas of Human Rights, Labor, Environment, and Anti-Corruption. Our ongoing efforts to strengthen this strategy and embed those principles into our business strategy, culture and daily operations are reflected in the three pillars of our sustainability approach:

- **People:**

We foster a workplace that upholds fair labor practices and promotes diversity, equity, and inclusion (DEI) across all levels of the organization. Our commitment to health, safety, and mental well-being is reflected in proactive measures, dedicated resources and tailored programs that support our employees both personally and professionally. We invest in learning and development through structured training offers, mentoring and leadership development initiatives that empower individuals to grow and thrive. Employee engagement is encouraged through open dialogue, feedback channels and recognition programs that reinforce a culture of respect and belonging.

Beyond our organization, we extend our values into the communities we operate in, supporting global and local initiatives through strategic partnerships, charitable donations and volunteering efforts. These actions reflect our belief that sustainable business begins with people and is strengthened through shared responsibility.

- **Planet:**

We are committed to operating responsibly and minimizing our environmental impact. We recognize that protecting the environment goes beyond reducing emissions and requires collaboration, awareness, and continuous improvement across our operations and partnerships. Therefore, we support clients' sustainability efforts and engage in open dialogue with them and subcontractors alike to expand and improve our environmental considerations. Our efforts include measuring and reducing greenhouse gas emissions, improving energy and resource efficiency, and monitoring waste and water consumption. These actions are enabled by our ISO 14001-certified Environmental Management System and guided by international frameworks such as the Science Based Targets initiative (SBTi), which supports the Paris Agreement's 1.5°C target.

Environmental responsibility is an evolving part of our sustainability journey, and we remain committed to integrating it further into our business practices as we grow.

- **Principles:**

We uphold the highest standards of ethical business conduct and integrity, with a zero-tolerance approach to bribery and corruption. Our Compliance Management System ensures global adherence to these standards and is supported by clear policies, regular training, and leadership accountability. These include our Code of Ethics and Compliance, Anti-Bribery & Corruption Policy, and Subcontractor Management System, aligned with international frameworks such as the UN Global Compact, the U.S. Foreign Corrupt Practices Act, and the UK Bribery Act. Suppliers and



subcontractors are expected to uphold the same ethical standards as our organization by undergoing thorough due diligence processes and entering into contractual agreements that reinforce these commitments.

We provide secure and confidential reporting channels through our SpeakUp! platform, protecting whistleblowers and strengthening transparency.

We promote a culture of quality and continuous improvement ensuring that our services meet high operational standards while delivering long-term value through stakeholder engagement, external assessments, and sustainability reporting aligned with international frameworks.

This policy first took effect in November 2017 and is reviewed annually to ensure it remains relevant and effective in guiding our sustainability journey.

Klaus Strahmann
Co-CEO

Hanau, November 2025