

PLYM[®]VENT

clean air at work

ESG roadmap

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Welcome to the Environmental, Social and Governance (ESG) roadmap of Plymovent.

This roadmap is the next step in Plymovent's Sustainability Journey. As part of this journey Plymovent has created 5 policies and related procedures including goals based on a wide range of environmental, social, and governance topics.

Policies form the foundation of our ESG Strategy, as they outline objectives addressing specific sustainability issues and demonstrate our intention to reduce impact, mitigate risk, and improve performance. To ensure comprehensive coverage of all ESG aspects, we have divided our policies into five pillars: **Environment, Labor & Human Rights, Ethics, Sustainable Procurement and Open Door & Whistleblower**. The implementation of these policies is ensured through procedures, which are Plymovent's actions to support our sustainability policies and commitments.

To keep track of our sustainability commitments, we report on all the objectives set out in our five policies. These objectives, which we aim to either increase or decrease through various procedures, are tracked using quantitative KPIs. Our **ESG KPI Dashboard** consolidates these KPIs, allowing us to measure the implementation and effectiveness of our sustainability practices and to initiate actions within the Plymovent organization to bring these policies and procedures to life and achieve tangible results.

Onwards & Upwards!



Plymovent's policies

- 1 Sustainable Procurement Policy
- 2 Business Ethics Policy
- 3 Environmental Policy
- 4 Labour & Human Rights Policy
- 5 Open Door & Whistleblower Policy

Please take a moment to read through the policies and procedures carefully to ensure full understanding and compliance.

