



1A Plymovent's

Sustainable Procurement Policy

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Welcome to our Sustainable Procurement Policy!

How can we ensure our suppliers align with our values and make decisions that reflect with our principles? Well, it all comes down to one powerful tool:

Our Sustainable Procurement Policy.

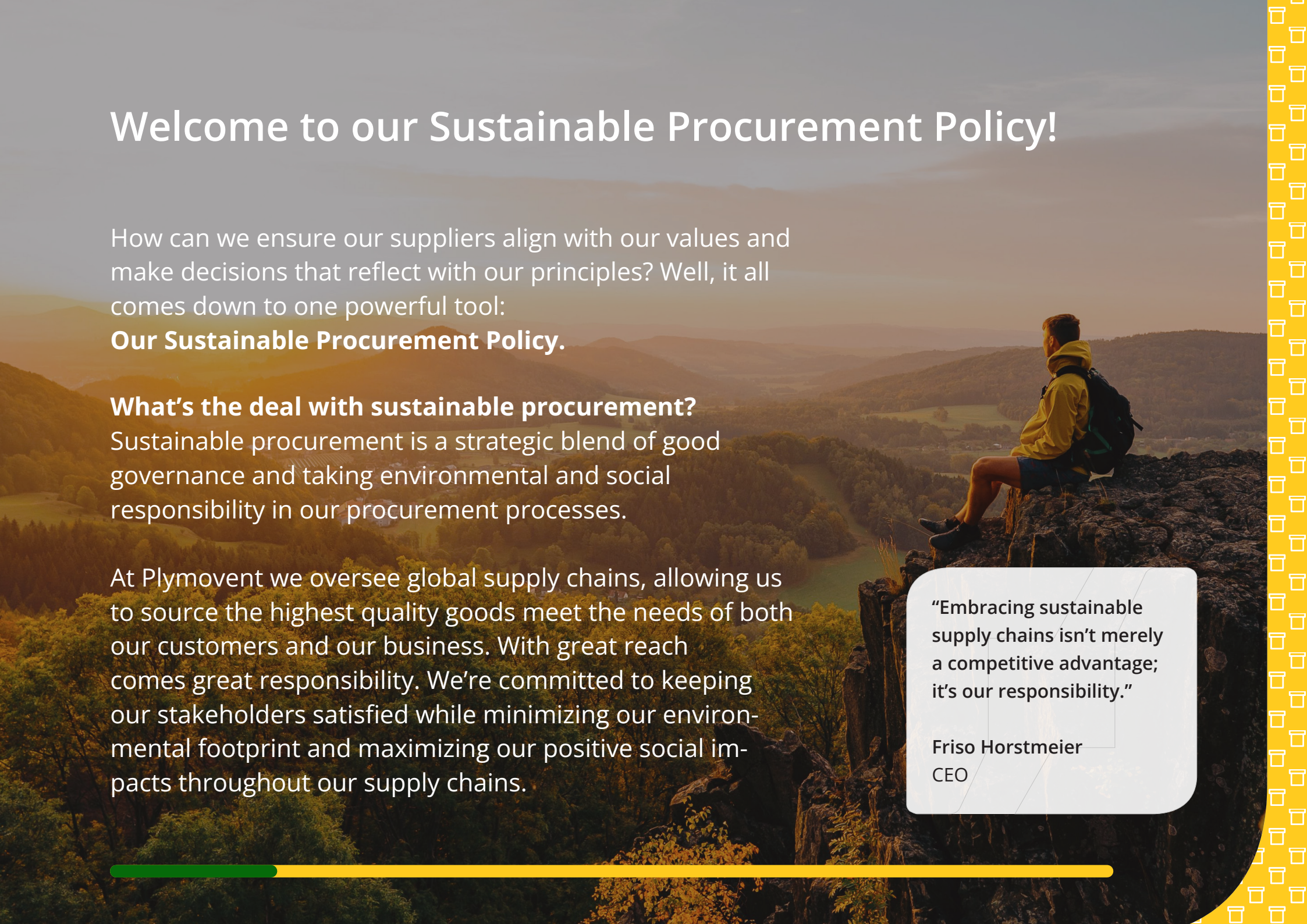
What's the deal with sustainable procurement?

Sustainable procurement is a strategic blend of good governance and taking environmental and social responsibility in our procurement processes.

At Plymovent we oversee global supply chains, allowing us to source the highest quality goods meet the needs of both our customers and our business. With great reach comes great responsibility. We're committed to keeping our stakeholders satisfied while minimizing our environmental footprint and maximizing our positive social impacts throughout our supply chains.

“Embracing sustainable supply chains isn't merely a competitive advantage; it's our responsibility.”

Friso Horstmeier
CEO



Why a policy on sustainable procurement?

Ever wondered whether the product you bought is produced in a factory that pays fair wages?

This policy aims to unlock the potential of our global supply chain. We focus on ensuring that our procurement practices not only **reduce environmental impact** but also **promote social and economic well-being**.

Thus, this policy:



Shows how to prioritize more sustainable choices, with the intention of leading responsible growth and setting an industry benchmark.



Outlines principles that guide our supply chain strategies and decisions, while encouraging our partners to adopt these standards.



Acts as our roadmap for defining standards and objectives to measure and document our progress on sustainable procurement.

This policy is our **compass** for everyone involved, be it **employees, suppliers, partners, or our valued customers**. Here's what to expect:



Your role in the policy: Everyone plays a part in Plymovent's commitment to sustainable procurement.



Plymovent's environmental targets: We're all about conservation, waste reduction, and responsible sourcing.



Plymovent's social targets: We're dedicated to ethical sourcing, fair labour practices, and community engagement.



Plymovent's actions: See how we make it all happen with our specific actions and best practices.

Good to know: With this policy, we've got the legal side covered, following all national and international laws wherever we operate.

Everyone counts!

To guarantee that this policy is not just words on paper but something we live and breathe, we've assigned specific roles and responsibilities. Learn what your responsibility will be:

I'm an Employee involved in the purchasing process

- Take your time to read the policy carefully and familiarize yourself with it. Bravo! You've already made it to page 2.
- Notice any off-policy behaviour or actions? Let your manager know.
- Join mandatory sustainability training or workshops. It's a team effort!

I'm in Group Management

- Enable your team to follow the policy by providing relevant documents, guidelines, trainings, and procedures.
- Monitor whether the policy is effective and adjust when necessary.
- Ensure a shared understanding and commitment to Plymovent's sustainable procurement among all stakeholders.

I'm the Policy Owner

- Guide your team in understanding and implementing the policy. Be the go-to person for any questions.
- Monitor progress on objectives and report to management and relevant stakeholders.
- Keep the policy up to date.

Targets

Supplier Environmental Practices

Together with our suppliers,
we prioritize environmental
responsibility.



Supplier Environmental Practices

Target Guiding principle

GENERAL	SUPPLIER PRACTICES	SUPPLIER ENGAGEMENT
<p>25% scope 3 emissions reduced by 2025. Together, moving to net zero.</p>	<p>Prioritize vendors who embrace our principles and can prove that they've integrated similar standards in their supply chains.</p>	<p>Collaborate with suppliers on capacity building to strengthen our relationships.</p>
<p>Per assembly/manufacturing entity, 25% of materials is defined to be locally sourced.</p>	<p>Comply with relevant EU legislation and regulations regarding procurement.</p>	<p>Implement the Sustainable Supplier Evaluation Questionnaire by 2025.</p>
<p>20% of materials and products sourced from renewable or recycled sources by 2030.</p>	<p>TOP-25 suppliers signed our Code of Conduct, recognizing our expectations for environmental management.</p>	
<p>90% of waste generated by purchased products and services recycled by 2030.</p>	<p>TOP-25 suppliers have implemented active energy efficiency programs by 2030.</p>	



Targets

Supplier Social Practices

We guide our suppliers in upholding high standards for working conditions and fair labour practices.



Supplier Social Practices

Target

Guiding principle

GENERAL

Commit to annual public reporting on sustainable procurement initiatives, progress, and challenges by 2025.

TOP-25 suppliers for assembly / manufacturing entities and DC, conduct thorough human rights due diligence. To ensure adherence to international human rights standards and best practises by 2030.

80% of procurement employees trained on CSR topics.

SUPPLIER PRACTICES

Prioritize vendors who embrace our principles and can prove that they've integrated similar standards in their supply chains.

Comply with relevant EU legislation and regulations regarding procurement.

Continue to communicate our Conflict Minerals Policy with suppliers to ensure compliance.

TOP-25 suppliers for assembly / manufacturing entities and DC, have signed our Code of Conduct and acknowledge our expectations on human rights, fair labor conditions, health and safety, and business ethics by 2025.

TOP-25 suppliers pay a living wage to all employees by 2030.

SUPPLIER ENGAGEMENT

Collaborate with suppliers on capacity building to strengthen our relationships.

60% of Suppliers who received a Suppliers Evaluation Questionnaire gave feedback.



From targets to action

Plymovent's **Sustainable Supplier Evaluation Procedure** outlines our method for evaluating, monitoring, and supporting our suppliers. It includes a supplier questionnaire used to understand their priorities and actions related to our policy objectives.

- **For existing suppliers**, we use the questionnaire results to identify areas for improvement and collaborate on solutions.
- **For new suppliers**, we ask several candidates complete the questionnaire. The results help us determine which supplier best align with Plymovent's sustainable procurement ambitions.



Always keeping our policy relevant

Every year, the policy owner will review the policy and update it if necessary.

Let's stick to our policy! If someone chooses to disregard it, we may need to take appropriate action against the individual involved.

Any questions? Please contact the policy owner.

Policy Owner




Name David Boreel

Position Operational Director

Date 01.03.2025

Location Alkmaar

Signature



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