



How can we ensure our suppliers align with our values and make decisions that are in harmony 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 magic blend of good governance and taking environmental and social responsibility in our procurement processes.

Plymovent oversees global supply chains, allowing us to meet our customers' and our business's needs. With great reach comes great responsibility. We're committed to keeping our stakeholders happy while minimizing our environmental footprint and maximizing our positive social impacts in 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 the 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

- Take your time to read the policy carefully and familiarize with it. Bravo! you 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, or procedures.
- Monitor whether the policy is doing its job and adjust when necessary.
- Ensure a shared understanding among all stakeholders and commitment to Plymovent's sustainable procurement.

## I'm the policy owner

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

Targets

# Supplier Environmental Practices

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Together with our suppliers,  
we prioritize environmental  
responsibility.



# Supplier Environmental Practices

Target

Guiding principle

## GENERAL

**25% scope 3 emissions** reduced by 2024. Together, achieving net zero in 2025.

Per assembly/manufacturing entity, a % of materials is defined to be locally sourced.

**20% of materials and products** sourced from renewable or recycled sources by 2030.

**90% of waste** generated by purchased products and services recycled by 2025.

## 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.

**TOP-25 suppliers** sign our Code of Conduct, recognizing our expectations for environmental management by 2025.

**TOP-25 suppliers** have implemented active energy efficiency programs by 2030.

## SUPPLIER ENGAGEMENT

Collaborate with suppliers on capacity building to strengthen our relationships.

Create a formalized procedure with a Sustainable Supplier Evaluation Questionnaire by 2025.





Targets

# Supplier Social Practices

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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 practices by 2030.

Roll out training to help employees identify and tackle environmental purchasing risks.

**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.

Create a formalized procedure with a Sustainable Supplier Evaluation Questionnaire by 2025.





# 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 outcome of this questionnaire to see where we can make improvements, together.
- For new suppliers, we ask several candidates to fill out the questionnaire. We use the outcome to decide which supplier fits best with Plymovent's sustainable procurement ambitions.





# Always keeping our policy relevant

Every year, the policy owner will take a close look at the policy and update it if necessary.

Let's stick to our policy! If someone chooses to disregard our policy, 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 01.01.2024

Location Alkmaar

Signature

A handwritten signature in blue ink, enclosed in a rounded rectangular box. The signature is stylized and appears to read 'David Boreel'.

**PLYMVENT**<sup>®</sup>  
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