



**Eltronic Group**  
ENGINEERING IMPACT

# Resource Policy

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## 1 Scope

This policy applies to all Eltronic Group -related companies. If the company stipulates a policy in compliance with separate laws and regulations, this policy can be denied.

## 2 Basis

The basis of this policy is ISO 14001:2015 and Danish environmental law. Including the ESG act.

## 3 Purpose

This policy is aimed to uphold the minimum compliance with Danish law and is to be assimilated by companies, to follow ISO 14001:2015 regarding management system and certificate. And to be able to uphold valid data and focus on the ESG act.

## 4 Target

Eltronic Group's subsidiaries are expected to comply with this policy and are requested to formulate targets for this.

## 5 Ownership

This policy is owned and governed by the COO, QHSE Director, Sustainability Consultant, or higher-level management within the company.

## 6 Evaluation

The policy must be evaluated at least once a year in compliance with request in ISO 14001:2015. Evaluation must also be performed if there are planned or have been severe changes in the organization and/or strategy.

## 7 Resource Policy

It is the policy of the group, that the value of group resources, needs to be retained to the highest degree possible, regardless of composition or state.

Enabling high-value retention is essential to ensure a sustainable business, where no resources are needlessly wasted. Therefore, we strive to replace notions of waste with a notion of resource.

The waste executive order. DK BEK nr. 2512 of 10.12.2021/ EU Directive 2008/98/EC (version: 05/07/2018).

### 7.1 Policy Statements

We will live up to our policy by:

Working towards maximum use of all of our material resources (preventing waste) through enlightenment and development of a more circular mindset

Already from the design phase, in production, and throughout our processes start moving towards a more circular mindset including purchasing resources, end-of-life, scrap/remains/packaging from assembly/manufacturing (pre-and-post consumer), etc.

Using suppliers that enable the group to improve its performance on the policy purpose.

## 7.2 Group Targets

1. Sort in 12 defined types of waste on all sites by January 1st, 2023, or soon thereafter, as per the waste executive order DK BEK nr. 2512 of 10.12.2021/ EU Directive 2008/98/EC (version: 05/07/2018).

