

Environment and Energy Policy



PURPOSE

The purpose of this policy is to ensure that the HARDI Group (HARDI) operates in an environmentally responsible manner, contributing to sustainable development while maintaining competitiveness in the marketplace. This involves reducing its environmental footprint, enhancing resource efficiency, and complying with relevant environmental regulations and standards. The policy reflects HARDI's commitment to sustainability by aligning its business practices with global environmental goals, customer expectations, and EXEL Industries' commitment for sustainable products and services.

DEVELOPMENT OF SUSTAINABLE PRODUCTS

HARDI is committed to delivering future-ready products, which help our customers protect their crops, while bringing regulatory compliant, financially competitive, and environmentally friendly benefits. The core principles include:

- Developing precision farming solutions for our customers, while reducing their carbon footprint and impact on biodiversity by reducing fuel and chemical consumption
- Improving product life cycle by designing products for durability and longevity, maintainability, repairability, upgradability and recyclability, as well as providing leading after-market services

REDUCTION OF RESOURCE CONSUMPTION AND CARBON EMISSIONS

HARDI is committed to the reduction of resource consumption and carbon emissions during manufacturing and operation. The core principles include:

- Enhancing product sustainability through incorporating lower impact, more sustainable materials into product design and manufacturing, where possible
- Investing in energy-efficient manufacturing technology: Regularly evaluating and implementing energy-efficient technologies across all production processes, including machinery, lighting, and HVAC systems, where possible
- Ensuring selection of renewable energy sources and providers, where available
- Optimizing operational efficiency by implementing manufacturing principles and processes to reduce and recycle waste, improve resource utilization, and minimise energy losses. In addition, promote employee engagement in sustainability training and awareness
- Engaging with suppliers and transporters to promote best practices and incorporate carbon reduction opportunities throughout the supply chain

HARDI will communicate this policy to all employees, provide regular updates and reminders, and continuously review and update the policy.

RESPONSIBILITIES

Management is responsible for ensuring that the principles of the Policy are incorporated within their respective department's functions, together with daily and long-term operational and strategic objectives.

Employees are responsible for promoting Policy principles.

Hans Meulenkamp
President & CEO

Johnny Andersen
VP, CFO Global Finance

Morten Eriksen
VP, Global Production & Supply Chain

Lars Nejsum
VP, Global R&D and Product Management

Svend Erik Petersen
VP, Global Quality & Aftermarket

Rina Rehnagel
HR Manager

Lars Skjoldager Sørensen
VP, Global Sales & Marketing