

TWEDDLE GROUP ENVIRONMENTAL POLICY

TWEDDLE
GROUP
— CJK GROUP —

1. PURPOSE

Tweddle Group is committed to environmental stewardship and the continual improvement of environmental performance. This policy establishes the framework for our Environmental Management System (EMS) in alignment with ISO 14001 and applicable customer-specific environmental requirements. It provides guidance for managing environmental aspects, fulfilling compliance obligations, and achieving environmental objectives.

2. SCOPE

This policy applies to all Tweddle Group operations, employees, contractors, and stakeholders across all locations and business units. The scope of the EMS is defined by top management in alignment with organizational compliance obligations, climate change considerations, and pertinent internal and external factors that may influence processes, products, and services. Activities are reviewed and documented at the Production Monthly Executive Report Out Meetings.

3. POLICY STATEMENT

Tweddle Group will operate in a manner that minimizes environmental impact, conserves resources, and promotes sustainability throughout our value chain. We will integrate environmental considerations into our business decisions and processes to ensure compliance and continuous improvement.

4. COMMITMENTS

To achieve these objectives, Tweddle Group commits to:

- 1. Compliance:** Comply with all applicable environmental laws, regulations, and other requirements relevant to our operations. Monitor changes in legal and other requirements to ensure ongoing compliance.
- 2. Environmental Management:** Identify and evaluate environmental aspects of our activities, products, and services. Implement controls to mitigate significant environmental impacts, including emissions, waste, and resource consumption.
- 3. Objectives and Performance:** Establish measurable environmental objectives and targets. Monitor, measure, and analyze environmental performance to drive continual improvement. Conduct regular internal audits and management reviews of the EMS.
- 4. Pollution Prevention and Resource Efficiency:** Prevent pollution through proactive planning and operational controls. Reduce energy, water, and material usage through efficient practices and technologies. Implement measures to reduce our carbon footprint, including reusing energy and resources, implementing decarbonization initiatives, minimizing waste during manufacturing, recycling scrap, trash, equipment, and solvents whenever possible, and properly disposing of non-recyclable solvents and waste.

5. **Sustainable Practices:** Promote digital solutions to reduce paper and physical resource consumption. Consider environmental impacts throughout the lifecycle of products and services. Collaborate with clients and suppliers to improve sustainability across the value chain.
6. **Training and Engagement:** Provide training and resources to ensure employees understand their environmental responsibilities. Encourage participation and innovation in environmental initiatives.
7. **Communication and Transparency:** Communicate this policy internally and externally to promote awareness and accountability. Engage stakeholders through transparent reporting and dialogue.
8. **Ethical Sourcing:** Ensure that no unfair or child labor has been used to produce the raw materials we purchase.

5. RESPONSIBILITIES

1. Senior Management will ensure the EMS is effectively implemented, maintained, and continually improved.
2. The Environmental Health & Safety Manager is designated to oversee the EMS and ensure conformity with ISO 14001 standards and applicable customer-specific requirements.
3. Environmental performance will be evaluated annually, with results reported to Senior Leadership.

6. REVIEW AND CONTINUOUS IMPROVEMENT

This policy will be reviewed to ensure its continued relevance, suitability, and effectiveness. Updates will be communicated to stakeholders and made available