



Life Energy Motion

## LEM Group Environmental Policy

The LEM Environmental Policy expresses our dedication to enhanced environmental protection & performance within our Business, with growing attention to the design of products with lower lifecycle carbon footprint that help our customers and society to accelerate the transition to a sustainable future.

### LEM is committed to

- Actively listen to our customers who rely on our contribution to their sustainability efforts
- Take the principles of this policy into account in our decision-making
- Set ambitious, yet realistic objectives, within the scope of the Environmental Management System (EMS), to achieve continual improvement.
- Ensure compliance verification to the evolving environmental legislation that impacts us
- Design innovative products with reduced adverse environmental impact, from purchased components and production, to use and disposal
- Monitor and control use of energy; climate impact (GHG\* Emissions), waste management and any other Significant Environmental impacts identified in our impacting Business activities
- Require Business Partners to engage in the same environmental principles.

\*GHG = Greenhouse Gas Protocol: International framework proposed for measuring greenhouse gases.

## SCOPE

The principles and requirements of this Group Policy apply to all LEM entities and employees.

## ACCOUNTABILITY

Together with the Policy Holder, each manager is responsible for making employees aware and for implementing the policy.

Each employee is responsible for knowing which Policies and related documents apply to them.

## PRODUCT COMPLIANCE

LEM complies to product related requirements applicable to our Business. In particular all the restrictions adopted in the chemical regulation framework of REACH, Restriction of Hazardous Substances (RoHS), by declaring our Restricted Materials List (CMRT) regarding conflicting minerals. LEM cascades these requirements down to Suppliers.

## HOW TO REPORT VIOLATIONS

Employees are encouraged and expected to report incidents of non-compliance. Violations of this Group Policy may be reported to the Policy Holder, either directly or via a line manager or HR, an internal auditor, the Audit Committee, or any other appropriate corporate body.

Anyone reporting a violation shall, to the extent permissible, have the possibility to remain anonymous. Serious violations may also be reported via the LEM Ethics Helpline [speakup@lem.com](mailto:speakup@lem.com). LEM has a non-retaliation rule and will ensure that there are no adverse work-related consequences for any employee who, in good faith, alerts management of possible violations of this Policy.



Frank REHFELD

Chief Executive Officer (CEO),  
Geneva, April 11, 2022