

# Nordmann Environmental Guideline

April 2026

At Nordmann we are committed to the highest standards of quality and ethical behaviour in all our operations. As part of the Georg Nordmann Holding Aktiengesellschaft, we are guided by the core principles of human rights, working conditions and environmental protection outlined in the **Group's Code of Conduct**. Our commitment to these principles is the foundation upon which we build our Environmental Guideline.

## Purpose

Nordmann adheres to applicable environmental laws and regulations and works for continual improvements in its environmental efforts. We want Nordmann to be perceived as active and credible in its environmental work both:

- internally, through continuous commitment
- externally, by reducing the environmental impact of our services and products

## Objectives

Nordmann shall continuously prevent and reduce the environmental impact of its operations through systematic environmental work, striving for continual improvement.

## Means – a systematic approach

A systematic environmental management approach at Nordmann means that:

- Applicable environmental legislation and other current rules and requirements constitute the minimum level in Nordmann's environmental work.
- The management and the appointed representative formulate annual concrete objectives for Nordmann's environmental work in alignment with overall group targets.
- We strive to continually improve the environmental management system to enhance our environmental performance.
- The management and the appointed representative are responsible for ensuring that this environmental guideline and the current objectives are followed and continuously revised.
- Employees shall receive continuous training and information on current legislation and other rules, as well as knowledge of concrete activities and environmental improvement measures relevant to their work.
- The management and the appointed representative conduct annual evaluations and audits of Nordmann's environmental work based on expanded and newly formulated objectives.

## Foundations and principles

- We strive to improve profitability and streamline operations based on environmental considerations.
- We protect the environment by constantly advancing technologies, processes, and materials.
- We make sure that all our products are handled in a safe manner and comply with legal requirements. We follow the precautionary principle as much as possible by substituting hazardous products and processes and seeking safer alternatives.
- All employees commit to cooperating with external business partners with the aim of increasing their environmental awareness and supporting them in reducing their environmental impact when using our services/products.
- We see protecting the environment, efficient energy use, effective resource management and the minimization of carbon emissions and waste as vital.

Hamburg, April 2026

Nordmann, Rassmann GmbH



Ulrich Cramer

Managing Director