



STARK GROUP POLICIES

ENVIRONMENTAL & CLIMATE POLICY

Version 2.0 – July 2023



Purpose

We wish to be instrumental in building the cities of tomorrow while reducing our impact on the climate and environment by cutting emissions from operations and product embodied carbon, increasing circularity and resource efficiency, and by supporting sustainable ecosystems.

We acknowledge that we have a responsibility for the environmental and climate impacts, throughout our value chain, and wish to prevent and control potential risks to the environment.

STARK Group is a signatory to the UN Global Compact and support the ten principles. Our environmental initiatives are based on internationally accepted frameworks including the Greenhouse Gas Protocol and we are committed to meet our science-based carbon targets approved by the SBTi. Furthermore, compliance with applicable local legislation where we operate is fundamental to our business.

Scope

The principles set out in this policy apply to all STARK Group activities.

Business units within STARK Group may specify additional environmental manuals which are specific and appropriate to their own activities.

It is the responsibility of every employee to contribute to environmentally responsible work practices in our day-to-day activities. Environmental awareness supports STARK Group's commitment to ensure high employee engagement, as well as driving cost efficiencies.

Requirements

STARK Group environmental principles

1. We are committed to comply with all applicable laws and environmental regulation

We operate in accordance with all applicable laws and regulations.

2. We maintain an environmental management system

We maintain an environmental management system and business units are certified according to ISO14001 or similar, where relevant.

3. We transparently communicate our strategy, impacts and transition plan and have clear targets within all key environmental issues

An assessment of impacts, risks and opportunities is maintained in STARK Group, and STARK Group publicly reports on environmental performance in accordance with relevant reporting standards and the UN Global Compact Communication on Progress (COP).

4. We promote continuous improvement in environmental performance

STARK Group provides guidance and training to promote and support responsible environmental performance at all levels of the organization and where applicable in relation to our value chain. All businesses work to improve the accuracy and completeness of risk and materiality assessments, and data reported.

5. We strive to reduce environmental impacts in the supply chain

STARK Group will work with its suppliers and customers to minimize environmental impacts in the supply chain by:

- (i) working with ethical and responsible suppliers to ensure confidence in the integrity of our supply chain and products, in alignment with the supplier due diligence procedure.
- (ii) regularly monitoring the market opportunity for environmental and climate beneficial products and services, and
- (iii) sharing any best practice already available to fast-track any market offering
- (iv) advising customers regarding responsible product choices and use

6. We promote sustainable products

Where the opportunity exists, STARK Group strives to gain market share by increasing accessibility and knowledge of sustainable construction products.

By promoting sustainable products, STARK Group business units will ensure that business operations provide a positive link in the sustainable construction supply chain to support a net zero future.

Key environmental issues

STARK Group is committed to reduce our impact regarding:



Climate Change

We are committed to reducing our carbon emissions in line with the Paris agreement and to be Net Zero in 2050 at the latest. We continuously work to reduce energy consumption and to replace logistics and operational energy with low carbon and renewable sources. Furthermore, we promote energy efficiency and low carbon products and solutions to our customers.



Biodiversity and Ecosystem

STARK Group conducts due diligence in accordance with the Responsible Timber Sourcing Policy and aims to source an increasing percentage of timber products that originate from sustainably managed forests which preserve soil health, water resources and biodiversity.

Our target is to continuously increase the percentage of FSC and PEFC-certified timber in assortment to support traceability of products and raw materials along the value chain.

STARK Group strives to assess salient impacts to biodiversity and ecosystem through our value chain and to initiate actions to reduce or mitigate impacts that may arise.



Resource use and Circular economy

STARK Group continuously works to reduce waste amounts and improve waste handling to eliminate waste to landfill, limit incineration and increase recycling rates.

STARK Group actively engages in partnerships to support circularity in the construction industry and to support reuse and recycling to increase the proportion of secondary materials in products and packaging.



Pollution

We are committed to reduce our pollution footprint to air, water and soil, through improvements of own operations and procurement of an increased percentage of eco-labeled products with minimal levels of hazardous substances.



Water and Marine Resources

STARK Group strives to achieve sustainable water consumption and promote products and services designed to actively reduce water consumption. STARK Group ensures that all wastewater from our own sites is treated in line with legal requirements to protect the aquatic ecosystems.

Roles & responsibilities

Roles & responsibilities

Accountable

Policy approval

ExCom

Policy Owner

CHRO

Deviations

All deviations must be approved by the policy owner. Such requests must be made in writing to the policy owner. In the event of any discrepancies between the English version of this policy and a translated version, the English version will be binding.



Whistle blower system

We encourage all stakeholders to speak up about any misconduct such as business crime or human rights violations. All information is kept strictly confidential, and all concerns can be raised without fear of retaliation:

[STARK Group - Speak Up \(whistleblownetwork.net\)](https://www.starkgroup.com/en/speak-up).

Contact

For more information, please contact the BU Sustainability manager or Group Sustainability.

Policy Revision History

Review cycle: Annually Q3

It may be amended at any time with the approval of ExCom.

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