

**Purpose and scope:**


This environmental policy aims to strengthen environmental awareness across the company, reduce environmental impact and ensure compliance with all relevant legal and voluntary environmental requirements. It provides the framework for a sustainable, resource-efficient and responsible approach to environmental management.

The policy applies to all procurement activities of PMA/TOOLS GmbH and is binding for all employees. It also takes into account external partner companies whose actions may have an impact on the environment. It serves as the basis for environmental measures and target setting.

**PMA/TOOLS GmbH is committed to the following:**

Aim	Measures	Key Perf. Ind. (KPIs)	Timeframe
<b>Reduction and optimisation of packaging (Smart &amp; Green)</b>	Avoidance of packaging, switch to recycled materials, cooperation with suppliers	Ca. 800 kg CO <sub>2</sub>	2025
		Further 500 kg CO <sub>2</sub>	Until 2028
		Further 300 kg CO <sub>2</sub>	Until 2030
<b>Optimisation of material for packaging machines</b>	Switch to recycled materials or paper-based or alternative environmentally friendly packaging	50 %	2025
		65 %	Until 2028
		80 %	Until 2030
<b>Environmental relief through the digitalisation of operational processes</b>	Introduction of paperless processes, digital delivery notes & invoices, Smart-Metering, digital logistics systems	75 %	2025
		80 %	Until 2028
		100 %	Until 2030
<b>Avoidance of natural rubber in products and materials</b>	Substitution of natural rubber with recycled or more sustainable synthetic alternatives. Review of products for rubber content.	71 %	2025
		100 %	Until 2026
<b>Increase in energy efficiency</b>	Optimisation of energy consumption in production and facilities	3 t CO <sub>2</sub>	Until 2028
		Further 1,5 t CO <sub>2</sub>	Until 2030

**Created by:**  
Jessica Bönning

**Date:**  
18.02.2025  
  
Jessica Bönning

**Modified by:**

**Date:**

**Approved by:**  
Name: Maurice Rehrmann

**Date, Signature:**  
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<b>Promotion of sustainable mobility</b>	Electrification of the vehicle fleet, interest-free loan for the purchase of a bicycle		Ongoing
<b>Biodiversity</b>	Expansion of the wildflower meadow and installation of an insect hotel	375 m <sup>2</sup>	2025
	Installation of beehives		Until 2028
	Further measures to support biodiversity		Until 2030
<b>Raising employee awareness of environmental issues</b>	Training, environmental activities, digital learning opportunities	77 %	Annually
<b>Avoidance of waste and promotion of recycling</b>	Reduction of single-use products (coffee mugs), expansion of internal recycling structures (re-use of old company mobile phones, laptops etc. through sale to employees), recycling project for unusable company paper		Annually

**Commitment to continuous improvement and review of the policy:**

We understand sustainability as a dynamic, ongoing process. Our environmental policy is reviewed regularly and adjusted as needed to reflect new legal requirements, technological developments and societal expectations.

Responsibility for monitoring and implementing this policy lies with the Sustainability Officer. They ensure compliance with applicable environmental regulations and coordinate actions for continuous improvement.

All relevant departments as well as internal and external stakeholders are actively involved in the dialogue on environmental aspects and potential improvements to ensure a holistic and effective environmental strategy.

<p><b>Created by:</b> Jessica Bönning</p> <p><b>Date:</b> 18.02.2025</p>  <p><small>J. Bönning</small></p>	<p><b>Modified by:</b></p> <p><b>Date:</b></p>	<p><b>Approved by:</b> Name: Maurice Rehrmann</p> <p><b>Date, Signature:</b> 14.05.2025</p> 	<p><b>Revision index:</b> 0</p> <p><b>Page:</b> 2/2</p>
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