

Purpose and scope:

We are committed to developing a futureproof and resilient organisation that safeguards the environment for current and future generations. 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
Reduction and optimisation of packaging (Smart & Green)	Internal reduction of plastic packaging to a more low-impact solution.	Ca. 700 kg CO ₂	2026
		Further 500 kg CO ₂	Until 2028
	Through co-operation with suppliers the reduction target of ca. 800 kg CO ₂ will be accomplished by 2030.	Further 300 kg CO ₂	Until 2030
Optimisation of material for packaging machines	Modification of 5 current packaging machinery;	45 %	2026
	implementing 2 new eco-friendly waste-free materials.	65 %	Until 2028
	A reduction of 45 % on old production process material.	80 %	Until 2030
	Target is to purchase new machinery which will conform with new ethical production as and when financially viable.		

Environmental relief through the digitalisation of operational processes	Implementation of digital delivery notes and invoices (Smart-Metering).	75 %	2026
	Result is a reduction of paper usage within the Logistics Systems.	80 %	Until 2028
	Once ERP system has been upgraded it will allow for additional machinery (scanners etc.) which will further remove the requirement for printing within the packaging department.	100 %	Until 2030
Avoidance of natural rubber in products and materials	Removal of natural rubber as a product and replaced with more sustainable synthetic alternative.	100 %	2026
	Target achieved on time and within budget.		
Increase in energy efficiency	Optimisation of energy consumption in production and facilities.	3 t CO ₂	Until 2028
	Installation of Solar Panels on corporate buildings, used for charging E-Vehicles and for use in the warehouse.	Further 1,5 t CO ₂	Until 2030
Promotion of sustainable mobility	Effective change of 33 corporate vehicle fleet from Diesel to Electric. Remaining 2 diesel vehicles will be changed when financially viable.		Ongoing
	Implementation of 6 new charging stations for all employees (or visitors) enabling them to charge their E-vehicles.		
	Corporate benefit scheme for employees – financial assistance to purchase a Bike (for commuting to work).		

Biodiversity	Completed the expansion of the wildflower meadow and installation of an insect hotel.	375 m²	Achieved – Sep 2025
	Installation of beehives.		Until 2028
	Further measures to support biodiversity.		Until 2030
Raising employee awareness of environmental issues	Training, environmental activities, digital learning opportunities.		Annually
	Digital environmental survey sent to all employees for completion.	77 %	Findings – July 2026
	Sustainability Officer to conduct detailed training and updates on a quarterly basis.		
Avoidance of waste and promotion of recycling	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 view the concept of sustainability as a dynamic, ongoing process. Our environmental policy is reviewed regularly and adjusted as required to reflect new legal requirements, technological developments and societal expectations.

Operational responsibility for monitoring and implementing this policy lies with the Sustainability Officer. The Sustainability Officer is responsible for ensuring compliance with applicable environmental regulations and coordinate actions for continuous improvement of our eco footprint.

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.

We will deliver on this policy by continuously improving our corporate performance, implement best-practice standards and championing realistic solutions that contribute to a healthier, more regenerative planet.