

## Energy Management Policy

ISO50001

Quality assurance, health and safety measures, efficient energy input, environment protection, as well as the sustainable use of natural resources are essential elements of the business success of Apleona Ireland.

Our integrated management system is certified according to ISO 9001:2015 "Quality Management", ISO 14001:2015 "Environmental Management", ISO 45001:2018 "Health and Safety Management", as well as conforming to the requirements of ISO 50001:2015 "Energy Management". This represents the basis for the constant improvement of our organisation and procedures.

The principles of our policy are a decision of the Directing Management and thus compulsory for all divisions and all employees of Apleona Ireland.

Everybody working in or for Apleona Ireland seeks the following principles:

- ≡ Highest quality
- ≡ No health risks
- ≡ Efficient energy input
- ≡ No environmental damages

In order to achieve this, the following Management Policy of Apleona Ireland is defined, based on the HSEQ Mission Statements of the Apleona concern:

- ≡ We commit strictly to comply with all legal requirements, thus complying with all regulations from the fields of energy, health and safety and environmental protection, and therefore we ensure to constantly meet and enforce our policy.
- ≡ We naturally identify, rate and control the dangers for man and environment, as well as the essential risks in all services we provide.
- ≡ The avoidance of work related injuries and accidents is our top priority.
- ≡ Environmental aspects, health care and labour protection are integrated elements of the economic success.
- ≡ We commit to reduce the specific energy consumption and our CO<sub>2</sub> emissions by increasing our energy efficiency.
- ≡ As a service company, we are committed to competently advise our clients and to meet their quality, health and safety, energy and environmental protection standards through constant improvement of our performance.
- ≡ We promote the awareness of our employees to operation as well as possibilities to ameliorate their energy balance. We request our clients and suppliers to consider quality assurance, health and safety, environmental protection, as well as a sustainable use of energy as equal, compared to economic aspects.
- ≡ We ensure our subcontractors to act in accordance with the principles of our management policy and implement a controlling.
- ≡ We behave in a secure, health-conscious, energy efficient and environmentally responsible manner, by providing training and furthermore we sensitise our employees and advise them competently.
- ≡ We demonstrate possibilities to our clients to avoid ecological damage.
- ≡ We guarantee the environmentally friendly use of resources, especially for the client-specific operational working procedures. Every employee is asked to promote the use of advanced, resource-conserving technologies.
- ≡ The controlling of our integrated management system, using audits, key figure analysis and reporting, is an essential element for the constant improvement of our organisation and our processes.
- ≡ The provision of the resources and information required to implement this policy, as well as the inclusion of all employees is an important step.

Every single employee and subcontractor that is involved in the business success of Apleona Ireland is jointly responsible for the compliance with the management policy of our company. Personal responsibility and the awareness for quality, health, energy and environment are promoted. Furthermore, supervisors are committed to act in concordance with a positive role model.

Signed:

Date: 19<sup>th</sup> March 2025

**DARRAGH SPAIN**  
**MANAGING DIRECTOR**  
**APLEONA IRELAND GROUP**