

# Corporate Environmental Policy

Effective date 16. May 2019

## A Introduction

Sonova makes an explicit commitment to continuously monitor and optimize the environmental objectives and performance across the Group. Sonova sets the priorities and provides the resources needed to reduce our environmental impact through responsible, efficient management of our buildings and infrastructure, processes and projects, products and services.

## B Purpose & Scope

The environmental policy describes Sonova's approach to environmental topics and forms the basis of its commitment to act proactively. The policy applies to the operations and employees of the entire Sonova Group.

## C Organization & Responsibilities

The Corporate Responsibility (CR) function of Sonova is responsible for defining the strategy and for implementing and maintaining the group-wide environmental management system which is based on the environmental policy. Members of the management board regularly review the environmental policy and the compliance with its principles as part of the annual management review.

## D Compliance & Management System

Sonova is committed to compliance and performance in line with relevant environmental regulations, standards and expectations of relevant parties throughout the entire lifecycle of its products and all of its business activities, including M&A activities.

As part of Sonova's continuous improvement in its operations, the Group is committed to establish certified environmental management systems in accordance with the ISO 14001:2015 standard for all its key manufacturing and distribution centers.

## E Environmental Aspects

Sonova will continue to reduce its environmental impact by focusing on:

- reducing its group-wide carbon footprint by increasing energy efficiency and by supporting environmentally friendly energy and technologies,
- developing and implementing specific requirements for new facility construction, existing facility modification, and equipment selection that will reduce our impact on the environment,
- conserving natural resources,
- avoiding hazardous substances in its products and processes,
- reducing the disposal of residual waste,
- increasing the use of materials that are recycled or made available for reuse,
- and preventing any environmental pollution arising from products, services and processes.

## F Business Partners

Sonova insists on environmentally friendly business practices throughout its supply chain. Sonova does not restrict environmental considerations to its own operations, but also considers them crucial in the selection of its suppliers, service providers and contractors.

## G Communications & Reporting

Sonova ensures transparency by reporting on the environmental objectives and performance at least once per year to internal and external stakeholders. Sonova is committed to an open and transparent dialog with our stakeholders on relevant environmental aspects. Sonova is publishing an annual CR Report based on the GRI framework. The environmental reporting is verified by an independent party.

## H Awareness & Training

Sonova implements the environmental policy through training programs and increases employee awareness regarding environmental issues through regular internal communications.

Approved by:

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