

ENVIRONMENTAL POLICY

HYDROPHIL GMBH

Created: October 2024

Last Reviewed: November 2025

Next Review: November 2026

1. MISSION STATEMENT

We aim to contribute to the positive long-term development of societies and the natural environment by fulfilling our Clients' visions and finding solutions to their most pressing needs, challenges and concerns. Improved living conditions and the protection and enhancement of the natural environment are the purpose of everything we do. We recognise our responsibility to manage our environmental impacts carefully. We are committed to reducing our negative environmental impacts, promoting environmental responsibility and continually improving our environmental performance as an integral part of our business strategy and operating methods, with regular review points. We will encourage clients, staff and contractors to do the same.

2. POLICY AIMS

We endeavour to:

- Ensure that environmental performance is a priority in all of our work.
- Incorporate environmental considerations into our business decisions.
- Continually improve and monitor our own environmental performance.
- Promote environmental awareness among our staff and (sub-)contractors.

3. POLICY PRIORITIES

3.1. OUR PROJECT WORK

- The protection and enhancement of the natural environment will continue to be our priority and will be a driver in project identification and appraisal.
- We will continually seek to demonstrate and encourage best environmental practice in the delivery of our work, including through the use of local contractors and avoiding non-essential travel.

3.2. TRANSPORTATION

- We will continue to minimise our need to travel, including through homeworking and promoting the use of travel alternatives such as video/phone conferencing.
- We will continue to promote and facilitate the use of lower-carbon modes of travel for business trips and commuting.

3.3. ENERGY USE

- We will seek ways of reducing energy use within our offices and in the home working environments of our staff.

3.4. PURCHASING OF GOODS & SERVICES

- We will seek to embed environmental considerations into all of our purchasing decisions. This will include seeking to avoid unnecessary purchasing, purchasing used/refurbished items where possible, seeking out recycled materials and taking into account the environmental credentials of products and suppliers.

4. GOVERNANCE AND ENGAGEMENT

We have developed a detailed action plan to ensure delivery of the objectives and targets above. Responsibility for each action within that action plan has been assigned to an appropriate person. Timescales for delivering each action have also been assigned, and these will be kept under review.

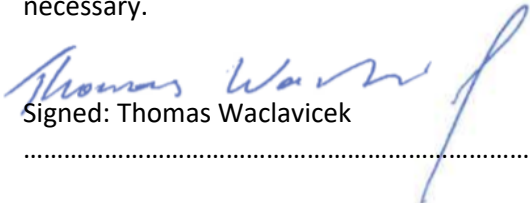
We are committed to reviewing and updating progress against our action plan every quarter.

All staff will be made aware of our environmental objectives, targets and actions, as well as any related policies or procedures. We will regularly highlight general or specific environmental issues at staff meetings. We will also seek to routinely identify any training needed to facilitate the delivery of this policy and to meet them wherever this is feasible.

5. OUR ENVIRONMENTAL MANAGEMENT SYSTEM

This environmental policy and our environmental action plan, alongside any other related policies, procedures and monitoring, comprise our Environmental Management System (EMS).

We will update this policy at least annually in consultation with staff and other stakeholders where necessary.


Signed: Thomas Waclavicek
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Position: Managing Partner
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Date: 6 November 2025
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