



Ergonomic Solutions Environmental Management

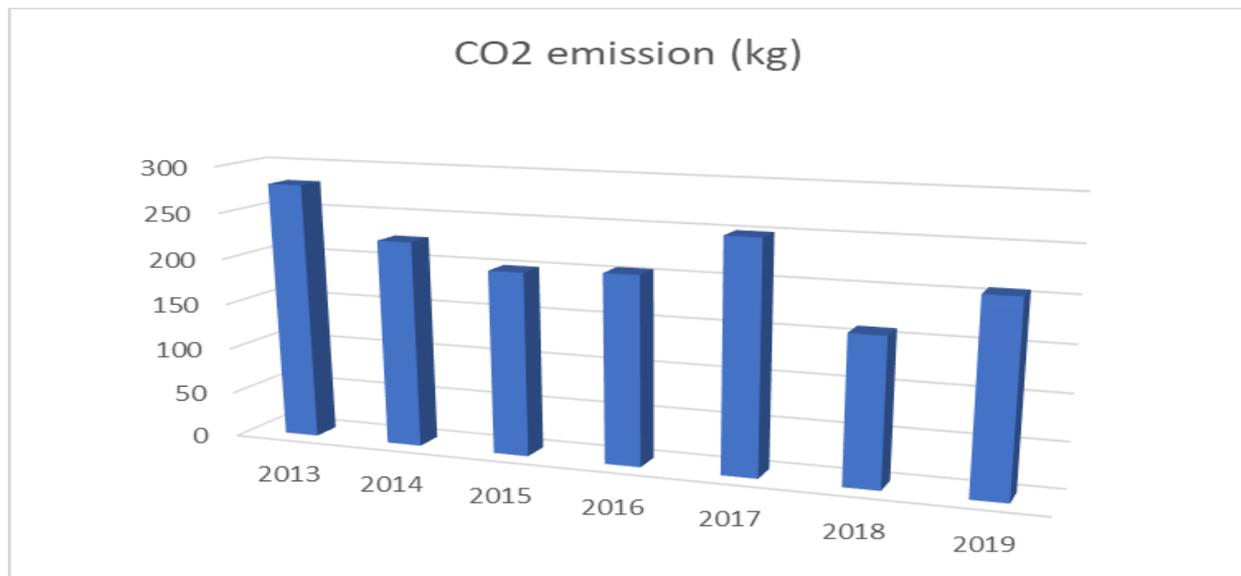
We recognise that our activities have an impact on the environment in terms of the use of raw materials, emissions to air and water, and waste generation. The company seeks to minimise this as far as is reasonably practicable.

Ergonomic Solutions is committed to:

- Continual improvement in our environmental performance
- Preventing pollution
- Compliance with all environmental legislation, regulations and codes of practice relevant to our industry.

Climate Change

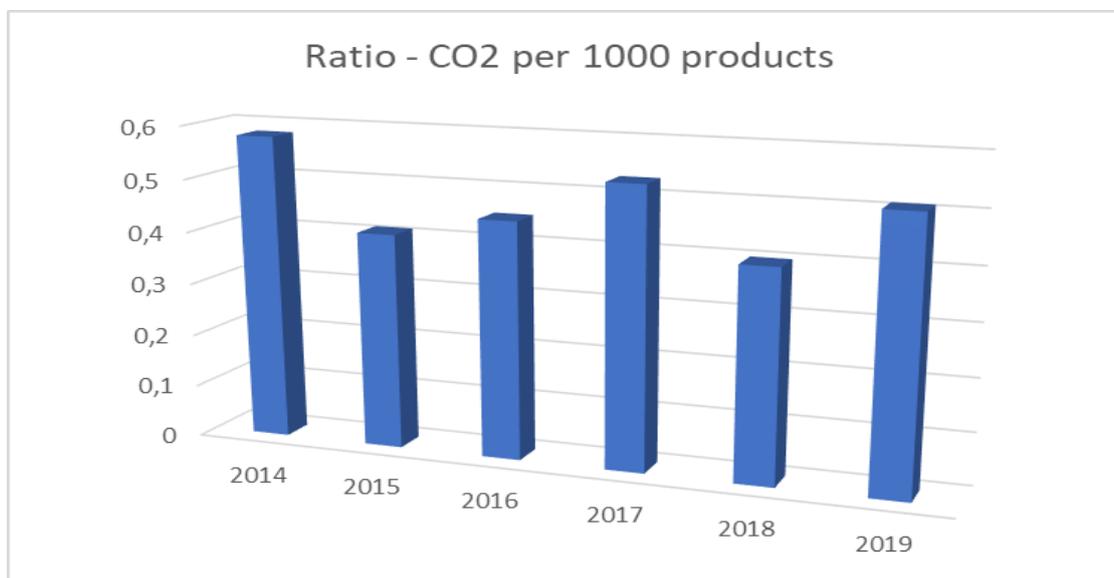
At Ergonomic Solutions we calculate our carbon footprint each year based on our energy consumption: fuel, electricity and gas for the period 1 January - 31 December.



Trends:

- In 2016 there was slight increase in CO² emissions; this was due to the completion of a new premises extension and it coming into active use in May 2015. The increase is due to the new facility requiring heating and lighting during the winter months.
- In 2017 there was again an increase in our CO² emissions, and this can be attributed, in part to an increased activity level, as 2017 was our biggest year to date. More importantly, however, it is attributable to the insourcing of manufacturing from sub-suppliers, utilizing our investment in automated manufacturing. This will lead to higher emissions, but at the same time a significant reduction in external transport. This is a parameter we currently are not calculating.
- We can report a decrease in our CO² emissions for 2018; this is due to changes made by our electricity supplier – they have significantly reduced their emissions which assists us in reducing ours.
- In 2019 we have seen an increase of CO² due to higher heat consumption in Q2 and Q3, related to installation and running of a new automated paint plant. We have seen this stabilize again in Q4 and expect this to continue.

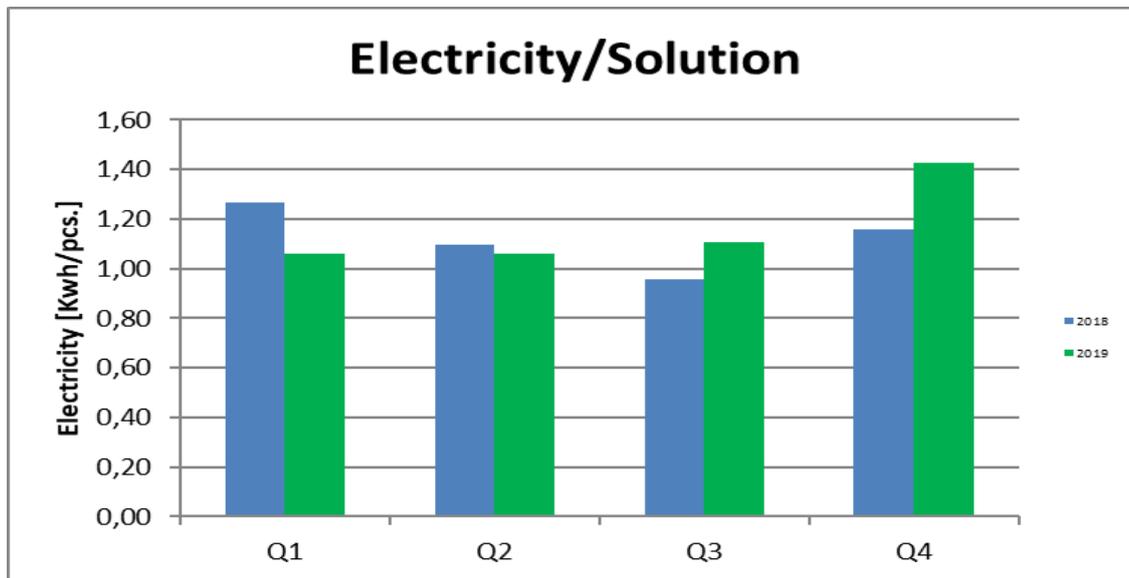
We calculate and report the amount of CO² emitted per solution manufactured each year.



We aim to decrease this where possible.

Ergonomic Solutions calculates our consumption of energy per manufactured product.

In 2018 we increased our electricity consumption; this was an expected rise due to the expansion of the manufacturing facility by 1100m². This construction was completed and the extension entered service in July 2018. This has led to increases in energy consumption due to the heating, lighting and machinery. We have installed energy efficient lighting using LED products.



The energy consumption per solution in 2019 was broadly in line with usage in 2018.

Waste:

Ergonomic Solutions is committed to reducing the volume of waste we produce that is sent to landfill.

- Ergonomic Solutions Manufacturing in Aalborg currently undertakes the following:
 - Recycling of paper/card
 - Recycling of food waste
 - Recycling of scrap metal
 - Recycling of plastics
 - Recycling of disposable batteries
- Ergonomic Solutions Northern Region participates in a waste reduction scheme:

Waste segregation:

 - Recycling of all card and paper
 - Recycling of other mixed recyclables
 - Recycling of disposable batteries
 - Recycling of used printer cartridges

Segregation at source helps us to achieve our target of reducing general waste. Our general waste is currently one third of what we generated prior to segregation for recycling.

Awareness of plastic usage is an explicit parameter in our Environmental Policy and by end of 2019 d discontinued the use of plastic cups in our factory in Denmark.

During 2019 the Ergonomic Solutions Group has implemented double-sided printing as standard on all locations to prevent unnecessary paper usage.

During 2019 we have implemented a new automated paint shop where we now are re-cycling 100% of paint powder and thereby eliminating any waste.

Responsible sourcing

We will continue to ensure responsible sourcing in the selection of materials and reduce the impact of resources used to operate the buildings.

Partnerships

Create an incident-free and zero harm environment.

Create a great place to work where all staff are valued, respected and motivated and are knowledgeable about environmental issues and impacts.

Encourage local sourcing across the business.

Create a positive impact in the communities where we work.