



Elmos ESG Policies

Section:	Environment
Chapter:	Environmental management
Policy:	Environmental protection and management
Coverage:	Elmos Group
Supported UN SDGs:	



Addressed GRI standards: 301, 302, 303, 305, 306

Management approach: Sustainability is part of our corporate strategy and environmental protection an element of our corporate mindset. We perceive added value in a comprehensive way and, rather than basing the success of our business solely on financial key figures, we strive to combine business performance with social acceptance and correct, ethical actions, but also with a high level of ecological awareness.

Elmos pays attention to environmental concerns, has established an environmental management system and formulated a dedicated process instruction for environmental management. The objective of the environmental management system is to minimize environmental pollution, increase environmentally relevant plant safety and reduce energy-related environmental pollution while taking ecological and economic aspects into account. The environmental management system at our only production location in Dortmund has received certification in line with the demanding standard ISO 14001. As of December 31, 2025, more than 77% of the Elmos Group's employees worked at our location in Dortmund. The certification is reviewed every year and confirmed in repeat audits. Overall responsibility for this lies, under the supervision of the Management Board, with our Environmental Management Officer. As part of the environmental management system, environmental targets are defined, measures are determined and implemented, and training requirements are identified.

Process responsibility: Elmos measures relevant consumption and emissions values at its own locations. This includes energy and water consumption, emissions, and volume of waste. Elmos analyzes internal processes to further increase efficiency and to generate benefits for both the environment and the company's economic base. The legally compliant handling of potentially harmful substances, for example, is regularly checked by means of internal and external audits. Elmos has also joined the national campaign Initiative Energieeffizienz-Netzwerke (Energy Efficiency Networks Initiative), which has developed into one of the most successful tools of the National Action Plan on Energy Efficiency (NAPE). Through its involvement, Elmos actively supports the German government's energy efficiency targets. Activities include constantly analyzing production processes to identify potential efficiency increases.

Practical examples: Effective resource management is important for both the environment and the economy. At Elmos, we regularly take measures to improve environmental protection, reduce harmful emissions, and preserve resources. The following bullet points give some examples from our main location in Dortmund:

- Our gas-driven CHP (combined heat and power plant) allows us to generate a substantial share of our power requirements ourselves while utilizing the heat produced for heating our buildings in Dortmund.
- In order to re-use valuable materials, substandard components from Elmos are sent to a recycling company that extracts and processes the valuable materials contained in the parts to the greatest extent possible.
- We invest in the dismantling and conscious replacement of outdated refrigeration systems with modern ones. In this context, we are switching our refrigerants to a more environmentally friendly alternative with an extremely low global warming potential (GWP). This enables us to reduce our greenhouse gas emissions and make an active contribution to environmental protection.

Product responsibility: Elmos constantly tries to reduce the environmental impact of its products through innovations. This is reflected for example in smaller structure sizes, which go hand in hand with reduced material requirements, or an increase in the products' energy efficiency and a resulting decrease in energy demand.

ESG targets	Climate targets
ESG policies	Climate risk and vulnerability analysis Energy management Water management Waste management
ESG KPIs	Corporate Carbon Footprint (CCF) Energy procurement Renewable energy Water balance Waste VOC emissions
Certificates	Energy Management System Certificate ISO 50001:2018 Environmental Management System Certificate ISO 14001:2015 Energy Efficiency and Climate Protection Network Certificate (German only)
Accompanying documents	Code of Conduct for Suppliers and Business Partners Conflict Mineral Policy ELV, RoHS, REACH, and "Rare Earths" Statement Occupational Health and Safety, Environmental Protection, and Energy Policy (German only)
Additional documents	Annual Report: Sustainability
