



Elmos ESG Policies

Section:	Environment
Chapter:	Waste
Policy:	Waste management
Coverage:	Main location in Dortmund (Germany) ¹
Supported UN SDGs:	 
Addressed GRI Standards:	306

Management approach: To protect the environment, we have pledged to manage waste in accordance with the law as part of our ISO 14001-certified environmental management system. We are guided in these activities by the waste hierarchy (§ 6 of the German Circular Economy Act (Kreislaufwirtschaftsgesetz, KrWG): prevention, preparation for reuse, recycling, other recovery, disposal) and ensure a proper disposal of the waste generated through cooperation with certified disposal organizations. In addition, Elmos maintains a quality management system certified according to IATF 16949. Directives and standard operating procedures (SOPs) issued as part of this system define the handling of all types of waste generated by Elmos in detail, from labeling and responsibilities to disposal activities. Rules on dealings with certified disposal companies as well as records of proper disposal are also specified. New disposal entities are also required to fill out a checklist addressing topics such as the organization of their operations, staffing, evaluation of subcontractors, and industry-specific requirements.

Sustainability efforts: Elmos strives to reduce its overall volume of waste and minimize the proportion of critical and/or hazardous waste. In its waste management activities, Elmos emphasizes...

- Transparency: All waste volumes are, organized by type, tracked in the company’s internal waste register. This provides us with an overview of the waste volumes generated and allows us to identify areas where optimization is possible.
- Environmental protection: Selected waste containers for hazardous, liquid waste are equipped with a device that measures how full our waste containers are. This prevents accidents and allows us to request new containers on time.
- Circular economy: Defective ICs are recycled as far as possible to recover and reuse the valuable materials they contain, such as gold and copper. Battery recycling containers are used to collect various types of batteries. We work with a partner for their proper disposal. For the processing and disposal of old electrical equipment we cooperate with a workshop for people with disabilities in Dortmund. In 2025, 5 tons of electronic waste were processed this way.
- Occupational safety: We use labels and signs wherever they are required or make sense. Elmos also provides her employees with appropriate protective equipment, such as gloves, lab coats, and masks for dealing with waste.
- Decontamination: Waste is processed on site wherever possible. Coolant-operated systems (parts), for example, are decontaminated on site by a service provider in order to subsequently be included in the electronic / metal scrap and disposed of as non-hazardous waste.

¹ This is the only own production site of the Elmos Group worldwide.

Responsibilities: All employees are urged to uphold these efforts. The following people have additional responsibilities.

- The Management Board is responsible, within the scope of its overall responsibility for the company and its operations, for issuing the fundamental requirements that apply to the circular economy and waste management as part of our environmental policy, naming the company waste coordinator, and providing the personnel and resources needed for proper recycling and waste management.
- The managers of waste-generating units are responsible for reviewing and implementing steps to prevent or minimize waste, ensuring proper separation and collection of waste, and identifying the locations of internal waste containers within their area of responsibility.
- The waste coordinator is the central point of contact for all organizational units in the area of waste management. This person’s duties include preparing the annual waste balance sheet, maintaining the waste database, checking disposal invoices and weight records, making sure waste is separated properly, keeping tabs on market prices, and monitoring the disposal process, from waste generation to transportation and through to recycling or disposal. For documentation purposes, the waste coordinator prepares an annual report on the waste recycled and disposed of. This report is submitted to the environmental management officer, the Elmos Executive Committee as well as the Management Board.

ESG policies	Environmental protection and management
ESG KPIs	Hazardous waste Non-hazardous waste Waste Waste disposal methods Waste utilization and recycling quota
Certificates	Environmental Management System Certificate ISO 14001:2015
Accompanying documents	Occupational Health and Safety, Environmental Protection, and Energy Policy (German only)
