

## Environmental Code of Conduct

### Introduction

This Code of Conduct (CoC) informs and governs the actions and decisions of IG Design Group BV employees and stakeholders in light of environmental principles.

IG Design Group is convinced that this CoC not only contributes to the sustainable development and conservation of our ecosystem, but also contributes to a competitive advantage for the company. We want to create value for our shareholders and society and at the same time reduce our imprint on the environment by the value chain back in which we operate.

The core values of IG Design Group i.e. Creativity, Excellence, Partnership and Respect are the basis for doing business successfully and being socially responsible in a competitive market.

We want to do business with respect and care for the environment.

### Environmental Code of Conduct

We expect from our subcontractors and suppliers that they, like us, meet the applicable national laws and regulations as well as the principles and values expressed in this CoC.

IG Design Group is committed to using raw and auxiliary materials in a sustainable and responsible way. Our business activities are characterized by acting in an environmentally conscious manner. IG Design Group strives to minimize its impact on the environment. We require our employees to act accordingly and to adhere to the (environmental) laws and regulations and continuously strive to reduce the harmful effects of our activities on the environment. We commit to doing so in socially responsible, scientifically based and economically wise manner. Our employees are expected to report any act that is in violation of this CoC to their departmental head.

Our environmental principles are:

- complying with legal requirements and anticipating future legislation and regulations
- compliance with the standard ISO 14001
- the practice of "social diligence" i.e. care with regard to the prevention and reduction of waste, environmental nuisance and danger, damage or pollution of air, water and soil
- the continuous improvement of the environmental management system within the organization and making time, money and resources available for this purpose
- ensuring sufficient quality and care for the environment at suppliers and subcontractors
- maintaining a good relationship with the environment and authorities by limiting pollution

Priorities in the realization of the policy are:

- continuous attention to energy saving
- stabilize and, where possible, reduce waste production
- encourage recycling of waste by tightly separated waste collection
- organizing logistic flows efficiently and responsibly including external transport
- prevention of soil, soil water and air pollution
- preventing environmental emergencies such as water and/or fire damage

Environmental care is aimed at preventing environmental pollution and improving environmental performance. Complying with environmental legislation and regulations and maintaining the Environmental Aspects Register are as a minimum an important starting point. As a result, the level of awareness for environmental care is constantly improving and is considered in the execution of the business processes.

By acting in this way, IG Design Group BV wants to make it clear to stakeholders that the organization is committed to making a good and correct contribution to a livable environment in which environmental care is indispensable.