

Xaar Environmental Policy Statement

Xaar recognises that environmental issues are of a fundamental importance to a successful and responsible business strategy, both for the company and its customers.

Xaar has a responsibility to our stakeholders and customers, to fully understand and obey the law as a minimum requirement. Xaar will work towards relevant best practice, especially regarding the prevention of pollution, recognising that the consumption of fossil fuels has a negative impact on the environment through emissions of carbon dioxide resulting in climate change and the depletion of non-renewable energy sources.

We are committed to managing our use of energy in order to both maintain our commitment to environmental management and to maintain our commitment to managing costs within the company.

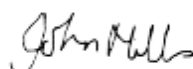
Xaar will seek to minimise the impact of its activities on the environment by:

- Maintaining an Environmental Management System that meets the requirements of ISO 14001:2015 to manage environmental aspects and impacts, and maintain the commitment to continual improvement
- Compliance to relevant environmental legislation and other obligations relating to Xaar operations
- Monitoring of energy usage and reduction where possible
- Monitoring of the carbon footprint of Xaar, and reduction where possible
- Aiming to reduce the amount of waste produced, and ensuring all waste is disposed of ethically and legally with responsible waste handlers
- Providing appropriate training, instruction and supervision for all employees to ensure that environmental policies and objectives are not compromised
- Carrying out environmental management reviews and auditing programmes
- Managing risks and opportunities to seek to continually improve the Environmental Management System and to improve the resilience of the business
- Ensuring all employees receive a copy of the Policy during their induction. Updates are circulated to all employees upon re issue.

We are committed to high standards of environmental care in our activities, and actively promote its importance and benefits to all employees and other stakeholders:

- It is part of our company induction process
- It is an agenda item on regular management review meetings
- Appropriately resource to drive programmes committed on our Sustainability Roadmap
- Relevant environmental information is distributed on notice boards internally.

This document is freely available to customers and stakeholders, this policy is communicated to everyone working for and on behalf of Xaar and is available to the general public.



John Mills
Chief Executive Officer
January 2024