

SUSTAINABILITY POLICY

18/08/2025 V1.1

Chapter 13.11

Page 1 of 2

Purpose

The purpose of this policy is to make a clear commitment by Wurth Australia to:

- Foster a culture of Sustainability,
- Achieve Climate Neutrality,
- Incorporate principles and understanding of Sustainability into the process of sourcing, warehousing and trading with goods,
- Promote staff learning as well as customer, supplier and community engagement, and
- Incorporate Sustainability performance alongside other key performance indicators of Wurth Australia.

Scope

This policy applies to all Wurth Australia employees.

References

[Australian Packaging Covenant Organisation \(APCO\)](#)
[Greenhouse Gas Protocol](#)
[Supplier Code of Conduct](#)
[Sustainable Development Goals of the United Nations](#)
[Sustainable Packaging Policy and Procedure](#)
[Wurth Australia Employee Code of Conduct](#)
[Wurth Group's Code of Compliance](#)

Definitions

Circular Economy – means a regenerative economic system in which raw resources, materials, and products circulate in loops without any loss in availability, quality or value.

Climate Neutrality – means avoiding or offsetting all direct or indirect greenhouse gas emissions from Scope 1, Scope 2 and Scope 3 of the Greenhouse Gas Protocol.

Linear Economy – means an economic system based on collecting raw materials, using them to create consumer goods, and disposing of resulting waste products.

Scope 1 – means all direct (from sources within the company) emissions produced as a result of power generation, vehicles, and production activities.

Scope 2 – means all indirect emissions that are produced by energy created outside the company and purchased, such as electricity and gas.

Scope 3 – means all other indirect emissions. These include emissions from manufacturing and transporting purchased goods, from distributing and using products, and from disposing of those products. Emissions resulting from business trips taken without a company vehicle and the employees' commute to work are included as well.

Sustainability – means operating and behaving in a manner which equally considers environmental responsibility alongside social and financial responsibility to meet the needs of the present and create a foundation for future generations to meet their own needs.

Sustainability Committee – means the committee appointed by the CEO to support Wurth Australia's sustainability strategy.

SUSTAINABILITY POLICY

18/08/2025 V1.1

Chapter 13.11

Page 2 of 2

Responsibilities

The HSEQ Department supported by the Sustainability Committee are responsible for the administration of this policy and the reporting of sustainability-related figures to the relevant organisations and/or stakeholders.

Policy

Würth Australia is committed to Sustainability in all areas of our business. We understand that the three dimensions of Sustainability are equally important and that acknowledging their mutual dependency will pave the way for a change of mindset from a Linear to a Circular Economy.

Würth Australia will meet our commitment to Sustainability by:

1. Ensuring sustainable development is reflected in our short, medium and long-term strategic goals,
2. Aligning Würth Australia's business activities to the 17 Sustainable Development Goals of the United Nations,
3. Working towards Climate Neutrality by avoiding and reducing the emissions of greenhouse gases, installing solar systems on long-term or owned buildings, sourcing green energy, transitioning to hybrid fleet vehicles, avoiding heating with fossil fuels and offsetting unavoidable emissions,
4. Developing an annual reporting framework that focuses on the Sustainability indicators of the Corporate Sustainability Reporting Directive (CSRD), greenhouse gas emissions according to the Greenhouse Gas Protocol as well as packaging and on-pack-related statistics in support of the Australian Packaging Covenant Organisation,
5. Optimising consumer packaging, increasing recycling and recovery rates and contributing to cleaner recycling streams as detailed in our Sustainable Packaging Policy and Procedure,
6. Fulfilling social standards (such as occupational health and safety, diversity and equal opportunity, non-discrimination, fair remuneration, no child labour, no forced or compulsory labour etc.) by adhering to Würth Australia's Employee Code of Conduct, Supplier Code of Conduct and the Würth Group's Code of Compliance,
7. Providing training and support for staff to adopt Sustainability principles and practices to achieve sustainable behaviour change in the workplace,
8. Consulting with staff to enhance organisational Sustainability,
9. Engaging our suppliers in being transparent about their environmental, social and economic impact,
10. Partnering with our community to respond to the regional needs for a sustainable future.

Records

Sustainability reports that include data for the Corporate Sustainability Reporting Directive or the Australian Packaging Covenant Organisation are kept in line with the Records Retention Matrix.

Reason for Change

Major review: Replaced Global Reporting Initiative (GRI) to Corporate Sustainability Reporting Directive (CSRD), added Sustainability Committee.

Würth Australia reserves the right to modify, revise or supplement parts of this document as it sees fit. Würth Australia's Policies and Procedures are located on the Würth Australia Intranet. A failure to comply with Würth Australia's Policies and Procedures may result in disciplinary action up to and including termination of employment.