

ENVIRONMENTAL POLICY

APPROACH

Communis Limited ("The Company") is committed to being a purpose-led business, operating in an ethical and responsible manner at all times. Communis recognises and seeks to proactively manage the business aspects and impacts on the environment both through its local operations and more broadly in terms of raw materials, energy usage, pollution prevention and supply chain activity.

Communis is committed to applying where practical processes for continual improvement of our environmental performance across our business. The Company is committed to tackling climate change and protecting nature and the environment, pollution prevention and will strive towards sustainable practices. The effective management of environmental risk ranks equally with business considerations and contributes to the overall success.

The Company shall ensure that this Policy continues to be appropriate to the purpose and context of the organisation. This policy seeks to add value to the Company by safeguarding reputation, minimising loss and increasing productivity and performance whilst protecting the environment.

AIMS & OBJECTIVES

The Company sets attainable and measurable environmental objectives in line with our strategic intent annually through the framework of the management review, as well as continually monitoring performance, to ensure standards meet expectations. Senior Management and local site teams are charged with championing, implementing and maintaining these objectives which are then converted into targets for all employees and functions across the following areas:

- Demonstrate proactive leadership and management for the prevention of incidents and environmental pollution
- Monitor and manage Carbon emissions, intensity and where practicable introduce energy reduction and efficiencies programmes
- Monitor operational waste streams, implement reduction initiatives whilst ensuring that the first principle is to reduce the use and/or waste of all resources, following this apply the next best approach following the guidance of the waste hierarchy
- Engage and consult with personnel to ensure competency, awareness and ability to work in an environmentally responsible manner through the provision of supervision information instruction and training
- Extend our Sustainability principles through our supply chain and other practices.

SCOPE

The Company is committed to conduct its business operations in accordance with all applicable country laws in which it operates and any other environmental requirement that it may subscribe to. Where applicable the company will operate and maintain our environmental management systems in line with the requirements of ISO 14001.

The Company promotes a positive culture through strong leadership, consultation, and engagement with employees and stakeholders in order to manage and mitigate our impact on the world in which we live.

Where applicable, the business will use FSC and/or PEFC paper and ensure the implementation and maintenance of the Chain of Custody (COC) processes in conjunction with its suppliers and clients, thus maintaining the core values of sustainability and ethical work practices.

RESPONSIBILITY & ACCOUNTABILITY

The President, OSG Europe is accountable for endorsing this Policy, annual review and ensuring that our subsidiaries are aware of and committed to the policy expectations. Sufficient funds and resources shall be provided to enable effective environmental management in all business operations.

Senior Management are responsible for the provision of adequate resources, appointment of competent persons to enable continual improvement of environmental performance and to ensure legal compliance, as well as ensuring the policy implementation is effective, setting expectation, achieving standards and are jointly accountable for environmental performance. They shall ensure there are effective systems of communication, and any matters impacting environment are reported, assessed and managed.

Managers and supervisors are responsible for ensuring all employees and contractors have adequate skills through information, instruction and training to enable them to carry out their work in an environmentally friendly manner.

All employees and contractors that work on behalf of the company will be made aware of this policy and are to required to fully co-operate with its expectation and commitments, and its associated procedures. Each individual has a duty to work responsibility to minimise energy consumption, reduce waste and any other potential impact on the environment.

In the spirit of continual improvement, this policy shall be reviewed at least annually and revised when appropriate change occurs and will be made available where required to all stakeholders and interested parties.

Authorised by: Phil Hoggarth, President, OSG Europe		DocuSigned by: <i>Phil Hoggarth</i>	February 16, 2022
Authorised by: Michelle Griffey, Chief Risk Officer		DocuSigned by: <i>Michelle Griffey</i>	February 24, 2022
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