

Version: 3.0

Date: 10.12.2025

Responsibility: Business development manager

SUSTAINABILITY POLICIES

1. Environmental Policy

Orfer Group Environmental Policy

Scope: This policy applies to all Orfer Group operations, offices, and production facilities worldwide.

Commitments & Objectives:

- Reduce energy consumption by 10% by 2030
- Reduce Scope 1 & 2 GHG emissions by 10% by 2030
- Reduce Scope 3 GHG emissions by 5% by 2030
- Increase recycled materials in production to 20% by 2027
- Monitor water consumption and discharge, aiming for 10% reduction by 2030

Responsibilities:

- COO: overall policy implementation and monitoring
- Department Heads: ensure compliance within their departments

Review & Reporting:

- Policy reviewed annually
- Progress reported in the annual Sustainability report

Communication:

- Policy published on the company website and intranet

Approval:

Jussi Muikku, CEO – 10/12/2025

Orfer Group

Vaakatie 9

FI-16300 Orimattila

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Tel. +358 (0)3 884 11

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orfer.com

Orfer Oy Business ID: 0129868-9

Orfer Oy VAT: FI01298689

IBAN: FI5653080720000189

Orfer Services Oy Business ID: 0363010-4

Orfer Services Oy VAT: FI0363010-4

BIC: OKOYFIHH

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2. Water Policy

Orfer Group Water Management Policy

Scope: All Orfer Group facilities

Commitments:

- Reduce water consumption by 10% by 2030
- Implement water-saving technologies

Responsibilities:

- Property manager: monitor water metrics and ensure compliance
- Operations Teams: implement water-saving initiatives

Review & Reporting:

- Quarterly water usage reporting
- Annual review and publication in Sustainability report

Approval:

Jussi Muikku, CEO – 10/12/2025

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3. Supplier Environmental Policy

Orfer Group Supplier Environmental Policy

Scope:

Applies to all suppliers providing goods or services to Orfer Group.

Commitments:

- Suppliers must implement environmental management practices covering:
 - GHG emissions reduction
 - Waste minimization
 - Water conservation
 - Compliance with environmental regulations
 - Encourage suppliers to achieve certifications such as ISO 14001 and/or EcoVadis

Monitoring & Verification:

- Suppliers complete an environmental questionnaire
- Verification via internal review or third-party audit
- Corrective actions implemented for non-compliance

Responsibilities:

- Procurement manager: monitor supplier compliance

Communication:

- Policy sent to all suppliers via email and supplier portal
- Supplier acknowledgment required

Approval:

Jussi Muikku, CEO – 10/12/2025

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4. Supplier Sustainability Questionnaire

Orfer Group Supplier Sustainability Questionnaire

Section 1: Environmental Practices

1. Do you have a formal environmental policy?
2. Do you monitor and report your GHG emissions?
3. Do you have a water management plan?
4. Do you track and minimize waste generation?
5. Have you implemented energy-saving initiatives?

Section 2: Social Practices

1. Do you have formal labor and human rights policy?
2. Do you ensure health & safety compliance for all employees?
3. Are your employees trained in sustainability practices?

Verification:

- Evidence provided: ISO 14001 certificate, internal GHG report, water audit report

Follow-Up Actions:

- Corrective actions if required

Approval / Acknowledgment:

Procurement manager

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5. GHG Emissions Reporting

Orfer Group GHG Emissions (2024)

- Scope 1: 44 tCO₂e
- Scope 2: 10 tCO₂e
- Scope 3 (selected categories): 6,970 tCO₂e
- Progress vs 2022 baseline: 10% reduction in Scope 1 & 2
- Methodology: EcoVadis Carbon footprint estimator

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