



EH&S AND SUSTAINABILITY POLICY

At Haier Europe, we are committed to advancing sustainability by integrating Environmental, Health, and Safety (EH&S) principles into every aspect of our operations. Leveraging our innovative products, smart features, and the RenDanHeYi organizational model, we empower customers to live more sustainably, adapt our business to a changing environment, and engage our employees in a culture of sustainability, health, and safety.

GOALS

- **Enhance Sustainability and EH&S Practices:** Continuously improve sustainability and EH&S practices across all operations, ensuring the reduction of environmental impact, promotion of resource efficiency, and safeguarding the health and safety of our employees.
- **Promote Smart, Sustainable, and Safe Living:** Leverage our smart products and features to enable customers to live more sustainably, reducing energy consumption, minimizing waste, and enhancing safety in everyday use.
- **Adapt to Environmental and Safety Challenges:** Utilize the RenDanHeYi model to maintain flexibility in our business operations, allowing us to quickly adapt to environmental challenges and ensure a safe and healthy work environment.
- **Engage and Empower Employees in Sustainability and EH&S:** Foster a culture where all employees are engaged, informed, and empowered to contribute to our sustainability and EH&S goals. Encourage innovative thinking and accountability at all levels.
- **Commit to Safe, Sustainable, and Healthy Workplaces:** Ensure that all Haier Europe workplaces are safe, sustainable, and conducive to well-being. Implement practices that minimize environmental impact, reduce exposure to hazards, and protect the health and safety of our employees.
- **Set and Achieve High Standards in Sustainability and EH&S:** Establish goals that not only comply with local laws and international standards (such as ISO 45001 and ISO 14001) but also strive for excellence in environmental stewardship, social responsibility, and occupational health and safety.
- **Collaborate for Greater Impact on Sustainability and EH&S:** Work with authorities, associations, suppliers, and other stakeholders to promote laws, regulations, and practices that support sustainable development, environmental preservation, and the highest standards of health and safety.

To achieve these objectives, Haier Europe will:

- **Set and Monitor Sustainability and EH&S Goals:** Regularly measure progress against our sustainability and EH&S goals and report outcomes to the Board of Directors, employees, and the wider community, driving continuous improvement.
- **Innovate for Sustainability, Health, and Safety:** Invest in and adopt technologies that enhance product sustainability, improve energy efficiency, reduce waste, and ensure the safety and health of our employees and customers.
- **Prioritize Sustainability and EH&S in Decision-Making:** Integrate sustainability and EH&S considerations into product development, investment decisions, and relationships with partners and suppliers.
- **Engage Stakeholders in Our Sustainability and EH&S Journey:** Actively seek feedback and respond to the needs and suggestions of all stakeholders, ensuring that our sustainability and EH&S initiatives are aligned with broader social and environmental expectations.

This policy reflects Haier Europe's commitment to sustainability and EH&S as core business principles, ensuring that we continue to lead in innovation while respecting and preserving the environment and ensuring the health and safety of all our stakeholders.

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Haier Europe CEO
Neil Tunstall

