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Introduction

At Convatec, we commit to protecting the environment in the way we do business. This topic is central to how we support the communities that we serve, how we develop and manage our operations, and how we engage our business partners throughout the value chain.

Convatec is a signatory and member of the United Nations Global Compact (UNGC) – an initiative in which companies pledge to align their strategies and operations with the UNGC’s 10 Universal Principles on human rights, labour, environment and anti-corruption. As part of our membership in the UNGC, we commit annually to learn from each other and play our part in advancing shared goals.

Our approach to the environment builds on our commitment to the:

- 10 Principles of the UN Global Compact
- United Nations General Assembly Declaration on the Right to a Healthy Environment
- OECD Guidelines for Multinational Enterprises
- Paris Agreement
- Science Based Targets Initiative (SBTi)

Policy statement

Convatec is committed to protecting the planet through our operations and business practices, in line with our core values. We are taking clear steps to ensure our actions benefit all our stakeholders, including our customers, colleagues, shareholders, partners and the communities in which we operate.

This Environment Policy ('policy') sets our overarching approach which is embedded throughout our global policies, systems and operations. This policy should be read in conjunction with a range of other policies which support these commitments, such as our EHS statement, Code of Ethics and Business Conduct, and Human Rights and Labour Standards Policy.

Our vision, promise and values

Our vision of 'Pioneering trusted medical solutions to improve the lives we touch' expresses the purpose in our mission. This vision reflects the values that we have deeply embedded in our culture, which is one that encourages integrity in our business decisions and fosters respect for all across our operations.

Our promise to be 'forever caring' is a distinctive commitment to those we serve to ensure we meet their needs today and into the future, and our values reflect who we are as a company, dedicated to: *Improve care, Deliver results, Grow together, Own it and Do what's right.*

Governance

Convatec's Environmental, Social and Governance (ESG) Steering Committee is responsible for reviewing and overseeing ESG strategy and programmes, providing visibility and oversight to our Board of Directors. Chaired by the Chief Executive Officer, the ESG Steering Committee oversees the implementation of our ESG strategy, programmes and policies, and through its sub-committees, coordinates our efforts to identify, address and report on our environment-related risks and working practices.

Our ESG team works across the business to bring together stakeholder activities, initiatives and priorities, and support the work of the ESG Steering Committee. We also have a dedicated Environmental, Health and Safety (EHS) team within our Global Quality & Operations function. They work across our manufacturing and R&D facilities to deliver environmental management systems in line with our corporate requirements, aligned with ISO 14001, and remain aligned to Group ESG priorities. The EHS team is committed to monitoring our environmental performance, and they provide regular updates through our ESG and corporate governance mechanisms.

This policy has been reviewed and approved by the EVP, Chief Global Quality & Operations Officer, who is a member of ESG Steering Committee.

Our approach

This policy applies to all our employees and business partners around the value chain.

As a signatory of the UN Global Compact, we are committed to responsible business, including minimising adverse environmental impacts of our operations, products and services. Our business partners are also called on to adhere to our policies and procedures on environmental protection principles.

Convatec is committed to meeting our compliance obligations, protecting the environment, preventing pollution and delivering continual improvement of our Environmental Management System (EMS) to enhance our environmental performance.

Key elements of the Environmental Management System are hazard recognition, evaluation and control. The EMS is used to assess the environmental aspects, identify the associated environmental impacts, evaluate the existing control measures and the implementation of continual improvement activities. The purpose of the EMS includes delivering enhanced environmental performance, fulfilling compliance obligations, and achieving environmental objectives.

Our Environmental plans are reviewed throughout the year and updated as required to align with our commitments. The targets developed are shared with employees, customers and stakeholders, providing visibility for all interested parties along with reporting on the performance versus plan.

Our Operations teams maintain Environmental Legal Registers, which are underpinned by Risk Assessments undertaken to identify potential aspects which may cause harm, supporting the evaluation and development of control measures, enabling delivery of risk reduction opportunities.

All assessments are subject to internal scrutiny and evaluation by the appropriate team, including Enterprise Risk, with all aspects being assessed as part of our company wide improvement plans, addressing opportunities aligned with our strategy and company priorities.

We ensure all our activities are subject to continual improvement, enabling ongoing reduction in environmental impact, improving the utilisation of the available resources in a responsible manner.

We have identified the following principal areas of responsibility:

1. Emissions

We aim to identify all environmental aspects and develop measures for the reduction, minimisation and prevention of emissions to air, land or water.

All plans are subject to management review and must comply with local legislative requirements, endeavouring to capture recognised best practice in all our operations.

Baselines, against which improvements can be measured and performance targets set, are established to drive a culture of continual improvement aligned with our environmental goals.

2. Energy utilisation

We aim to minimise our energy usage through a process of continual improvement, monitoring energy performance, realising efficiency gains and reducing energy usage across all facilities.

Our baseline performance provides a point of reference against which energy reduction improvements can be measured and targets set, aligned with our environmental goals.

Roadmaps have been developed in all operations locations, identifying short-, medium- and longer-term opportunities for energy reduction and efficiency improvements, enabling continual performance optimisation, working towards our SBTi commitments and environmental goals.

3. Net zero carbon transition / value chain

In line with Convatec's ESG objectives and commitment to net zero, we aim to reduce our Scope 1 and 2 emissions to zero by 2045, whilst also meeting near term Science Based Target objectives by 2030.

We aim to self-generate electricity from renewable sources wherever economically feasible. We will match the balance of grid supplied electricity to renewable energy certificates, generated in the country of that specific matched consumption.

We will develop and maintain a net zero transition roadmap, targeting efficient use of energy using equipment, self-generation of renewable energy and de-carbonisation of heat through diversification of energy sources as economically viable.

We also aim to reduce our Scope 3 emissions to zero by 2045, meeting near term Science Based Target objectives by 2030.

We will aim to design products, packaging and services to reduce consumption of natural resources and carbon emissions in the value chain. Each year during the strategic planning process, we allocate financial and personnel resources against our environmental commitments, including reducing the carbon footprint of our products. Further to this, we endeavour to engage with our suppliers to reduce their emissions associated with providing materials and services to Convatec.

We will endeavour to measure and reduce Scope 3 carbon emissions that arise in the value chain in each of the following categories:

- Purchased goods & services
- Capital goods
- Fuel and Energy related activities (not inc. in Scope 1 & 2)
- Upstream transportation & distribution
- Waste Generated in Operations
- Business travel
- Employee commuting
- Downstream transportation & distribution
- End of life treatment of sold products

Scope 3 categories not included above have been deemed immaterial in our operations and supply chain, and this will be regularly reassessed.

4. Waste management

We seek to reduce waste across all aspects of the supply chain, from raw material sourcing and packaging, manufacturing and finished product packaging, and where possible, eliminate waste.

We use the Waste Hierarchy as a guide to prioritise our waste reduction approach, seeking to eliminate waste at source and where this may not be possible to minimise the waste generated.

We focus on maximising Waste Diversion from Landfill (WDfL) and ultimately achieving Zero Waste to Landfill (ZWtL) wherever possible.

We actively seek to increase our waste diversion rates and where no existing recycling route exists, identify opportunities for waste incineration with heat recovery, while exploring opportunities to improve the fate of the waste stream in future years as part of a coordinated programme across all operations locations.

We also commit to continually improving our understanding of product end-of-life and the environmental impacts of product materials, with the intent to reduce negative impacts.

Annual targets reviewed by senior management guide our waste reduction and elimination commitments.

5. Water management

We are committed to maintaining sustainable water withdrawal in all our manufacturing locations. All our sites have been assessed for overall Water

Maturity using a range of factors including Water Stress, Water Withdrawal and Stewardship covering current and future demand.

The assessment captured physical risks in terms of both water quantity and water quality, along with regulatory and reputational risks. These guide our short and long-term water withdrawal targets, programmes, and activities such as rainwater capture, efficiency improvements and recycling.

We also recognise the importance of preserving and improving biodiversity, and the links between our commitments in the above five principal areas of responsibility and conserving biodiversity and wildlife. We are committed to improving our understanding of the impact of our operations on biodiversity, through increased monitoring and assessment of its relevance to business operations.

Our reach

We are committed to improving environmental awareness and consulting with our stakeholders, including colleagues and partners in the value chain.

We will continue to provide a range of internal communications and educational opportunities for colleagues on a range of environmental topics, with the objective of broadening awareness and connectivity to Convatec's environmental ambitions and the wider global landscape.

Recognising that partners in the value chain are linked to our Scope 3 emissions reduction target, we are committed to expanding engagement with our suppliers in the areas of environmental stewardship. We do this in a number of ways including requiring compliance with our Global Third Party Manual, encouraging suppliers to engage with a third party assessment platform (EcoVadis) and working with us on our net zero Transition Plan.

We engage with other stakeholders in the value chain, such as peers, regulators, healthcare practitioners and patients through industry alliances and through global bodies such as the UNGC. This is described further in our Annual Report and our Carbon Disclosure Project disclosure.

Data management / training

Methodology has been developed to measure and report performance, assess improvements versus baseline and progress towards our targets in a clear and transparent manner. The methodology will be continually refined as our processes are enhanced, reflecting our commitment to sustainability and robust governance.

Training is provided to all personnel who support data reporting, underpinned by internal review of the data sets, to maintain the quality and accuracy needed.

All data reported are subject to review, internal audit and external audit, and where required independent third-party assurance. We seek to ensure that learnings from these processes support continual improvement.

ESG is an integral part of Convatec's approach to mergers and acquisitions (M&A) evaluation and due diligence. We are committed to ensuring integration of ESG practices in our approach to M&A evaluation and due diligence including factoring in data integration as part of our integration planning and roadmaps. This includes standardized ESG due diligence questioning and integration checklists. M&A evaluation and due diligence at Convatec is informed by the Group's ESG strategy and targets, including commitment to net zero by 2045 and other material topics.

Reporting

We report our emissions, waste, water, and energy data in our Annual Reports and Accounts. In addition, our reporting aligns with Global Reporting Initiative/Sustainability Accounting Standards Board (GRI/SASB), the Carbon Disclosure Project (CDP), the Taskforce for Climate-related Financial Disclosures (TCFD), the NHS Carbon Reduction Plan requirement and the UNGC's Communication on Progress.