



Document ID:	PGG-4135	Version:	5
Issuer:	Caroline Johansson	Approver:	Caroline Johansson
Valid from:	8/25/2026	Reference to standard:	3. ISO 14001, 5. Andra krav och standarder
Confidentiality Level:	1.Public		

Purpose

The purpose of this policy is to define Gnotec Group's commitment to environmental responsibility, climate action, and sustainable resource management in line with customer requirements, international standards, and our long-term strategy. It provides direction for employees, management, and business partners in reducing environmental impacts and contributing to a sustainable automotive industry.

Scope

This policy applies to:

- All Gnotec Group entities, sites, and operations worldwide.
- All employees, contractors, and temporary staff.
- All suppliers and business partners, as defined in the **Gnotec Code of Conduct for Business Partners**.

Responsible

Executive Management: Overall accountability for environmental performance, compliance, and continuous improvement.

Head of ESG: Responsible for implementing, monitoring, and reporting on environmental targets, programs, and disclosures in alignment with ESRS, GRI, CDP, SAQ, and customer requirements.

Managers & Supervisors: Ensure policy implementation in daily operations, processes, and projects.

Employees: Follow procedures, training, and actively contribute to achieving environmental goals.

Suppliers & Business Partners: Expected to comply with the **Gnotec Code of Conduct for Business Partners**, including environmental requirements.

Environmental Policy- Gnotec Group

Our Commitment

Gnotec Group has been a trusted partner in the automotive industry for many years. Our success rests on healthy profitability, efficiency, quality, continuous improvement, and value creation. We recognize that our future — and that of our customers, employees, and society — depends on sustainable development and responsible use of natural resources.

We commit to minimizing our environmental footprint and actively contributing to a low-carbon, resource-efficient, and circular economy.

Principles and Standards

- **Compliance:** We will comply with all applicable environmental laws, regulations, customer-specific requirements, and international conventions. Compliance is a minimum requirement.
- **Frameworks and Reporting:** We align our reporting with ESRS (European Sustainability Reporting Standards), GRI (Global Reporting Initiative), CDP (Carbon Disclosure Project), SAQ (Sustainability Assessment Questionnaire), and other automotive OEM sustainability demands.
- **Transparency:** We will monitor, verify, and communicate our environmental performance in a clear and transparent way to customers and stakeholders.



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Climate & Energy

We commit to reducing greenhouse gas emissions across our value chain and achieving **net-zero CO₂ emissions by 2040**.

We will achieve this by:

- Calculating and reporting **Scope 1, 2, and 3 emissions** according to the GHG Protocol.
- Ensuring that all Gnotec Group companies use **100% Climate Neutral electricity by 2025**.
- Continuously improving **energy efficiency** and investing in low-carbon manufacturing technologies.
- Reducing emissions from logistics and transportation through smart planning and collaboration.

Resources, Waste & Circular Economy

We will:

- Increase **resource efficiency** in materials, water, and energy.
- Prevent pollution, minimize waste, and maximize reuse and recycling.
- Favor processes, materials, and products that reduce environmental impact and promote **circularity**.

Biodiversity & Local Impact

We will assess, prevent, and minimize impacts on ecosystems and biodiversity related to our activities, land use, water use, and emissions.

Employees & Culture

- We will **train, engage, and empower our employees** to contribute to sustainable practices and environmental improvements.
- We will integrate sustainability into daily operations and foster a culture of responsibility.

Suppliers & Business Partners

Gnotec Group requires all business partners to adhere to the **Gnotec Code of Conduct for Business Partners**, which includes clear environmental and social responsibility standards.

Our suppliers and partners must:

- Comply with **all applicable environmental laws and regulations**.
- Operate in line with **Frauenthal's environmental and climate commitments**, including the path toward CO₂ neutrality.
- Provide transparency on environmental data when requested (e.g., GHG emissions, energy mix, water, and waste).
- Implement effective **environmental management systems** (ISO 14001 or equivalent is strongly encouraged).
- Strive for **resource efficiency, renewable energy use, and reduced emissions** throughout operations.
- Support continuous improvement and cooperation in reducing environmental impacts across the supply chain.



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Governance & Continuous Improvement

- Environmental performance is integrated into our **business strategy, governance, and risk management**.
- The **Executive Management** is accountable for ensuring progress toward environmental targets.
- We will regularly set, monitor, and review **measurable environmental objectives**, reporting progress internally and externally.
- We will actively engage with customers, suppliers, and stakeholders to foster innovation and shared progress toward sustainability.