

## Environmental Policy

### A Introduction

As part of the Sonova group, Sonova USA Inc. makes an explicit commitment to continuously monitor and optimize the environmental objectives and performance across our facilities. In close collaboration with Sonova, Sonova USA Inc. sets the priorities and provides the resources needed to reduce our environmental impact through responsible, efficient management of our buildings and infrastructure, processes, products, and services. The local Sonova EMS (Environmental Management System) aligns with the corporate (Sonova) strategy and objective related to EMS.

### B Purpose & Scope

The environmental policy describes Sonova USA Inc.'s approach to environmental topics and forms the basis of its commitment to act proactively. The policy applies to the entire Sonova Group. Sonova USA Inc. is part of the Sonova Group.

The EMS encompasses Manufacturing of Sonova's Hearing Instruments in its' facilities in Warrenville and AODC(Aurora Operations and Distribution Center), Illinois and supporting functions, including Sonova US Corporate Services (SUSCS), which is located at the Warrenville facility.

### C Organization & Responsibilities

The CSR (Corporate Social Responsibility) Steering Committee of Sonova is responsible for defining the strategy and for implementing and maintaining the group-wide environmental management system which is based on the environmental policy. On a local Level, Sonova USA Inc. SMT (senior management team) regularly reviews the environmental policy and the compliance with its principles as part of the annual management review.

### D Compliance & Management System

Sonova USA Inc. is committed to compliance and performance in line with relevant environmental regulations and standards throughout the entire lifecycle of its products and all of its business activities. In addition, Sonova USA Inc. is committed to compliance with other requirements as specified in business agreements, policies, contracts and corporate requirements.

As part of Sonova's continuous improvement in its operations, Sonova USA Inc. is committed to establish certified environmental management systems in accordance with the ISO 14001:2015 standard for all its key manufacturing and distribution centers.

### E Environmental Aspects

As part of the Sonova group, Sonova USA Inc. will continue to reduce its environmental impact by focusing on:

- Reducing its group-wide carbon footprint by increasing energy efficiency and by supporting environmentally friendly energy and technologies.
- Developing and implementing specific requirements for new facility construction, existing facility modification, and equipment selection that will reduce our impact on the environment.
- Conserving natural resources.
- Avoiding hazardous substances in its products and processes.
- Reducing the disposal of residual waste.
- Increasing the use of materials that are recycled or made available for reuse.
- Preventing any environmental pollution arising from products, services and processes.

### F Business Partners

Sonova USA Inc. insists on environmentally friendly business practices throughout its supply chain. Sonova does not restrict environmental considerations to its own operations, but also considers them crucial in the selection of its suppliers.

### G Communications & Reporting

At a local level, Sonova USA INC. reports sustainability data to Sonova on an annual basis. Sonova reports and discusses environmental performance to the limits of the available data and communicates the results achieved at least once per year to internal and external stakeholders.

### H Awareness & Training

Sonova USA Inc. implements the environmental policy through training programs and increases employee awareness regarding environmental issues through regular internal communications.

Approved by:



Sandra Brandmeier  
President Sonova USA Inc.

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