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NORDIC WASTEMANAGEMENT POLICY

CULLIGAN NORDIC GROUP

This document contains the policy of how we document the waste, routines around waste management and how we work with a circular economy. This is a part of the company's sustainability accountability as well as its quality and environmental work

By establishing a waste management policy at Culligan Nordic Group, we work to reduce the amount of waste, reduce the amount of harmful substances in materials and products, reduce the negative effects on human health and the environment caused by waste. And promote a practical application of the waste hierarchy and utilize resources in the waste, also called circular economics.

Furthermore, the policy and all its effected operations help to take responsibility for their waste management and reduce the environmental impact, but also work uniformly with each country's legislation, regional and local regulations, and rules.

This policy is mandating to all Culligan businesses and operations in the Nordics. Norway, Sweden, Denmark, and Finland.

All operations sort their waste at source and hand it over to authorized recycling companies/waste partners.

The policy mandates the following.

- Responsibilities.
- Implementation and operation.
- Circular economics.
- Compliance and monitoring.
- Documentation.
- Instructions and directions for waste management, sorting at source and recycling.

Responsibility.

Ultimate responsibility rests with the company's CEO, through delegation the respective operational manager is responsible for ensuring that the content of this routine is followed in the districts and that local guidelines are drawn up and documented.

The Quality- & Environmental department is responsible for this policy as well as handling and reporting audits and controls within the waste management area.

Implementation and operation.

For each site, the waste is at a minimum sorted and recycled in the following fractions:

- Operational waste
- Office and printer paper
- Recyclable cardboard and corrugated cardboard
- Batteries
- Lighting sources, incl UV-lights.
- Electronic waste.
- Hazardous waste, incl aerosols.
- Scrap metal, relevant fractions differ from sites.
- Watercoolers and related products.

Circular economy

We must strive and work with a circular economy, i.e. we need to ensure that the cycle of a product's life is longer through reuse, repair and reconditioning.

This means that we should reuse old products/articles as much as possible (Bottle free coolers, bottle coolers), if necessary we can repair or remove parts that can be used for possible future repairs before the product is sent for recycling. This is an excellent initiative to reduce the amount of waste and promote a sustainable environment both now and in the future.

Compliance and monitoring.

The company's three basic processes for implementing compliance are:

- Internal audits and inspections.
- Deviation / improvement reporting.
- Reporting waste and producer responsibility accordingly to each national legal framework

Internal audits and Safety inspections are carried out as part of the systematic health and safety work, these annual safety inspection permeate all different branches, premises, vehicles and daily work. Deficiencies/improvements are addressed and forwarded for action. The operational manager is responsible, to ensure that local routines and instructions regarding waste management and cleaning routines are established, updated, informed and posted at the workplace. And that the skills required for waste management are available at the station, with all involved personnel.

Deviation / improvement proposals can be carried out by all employees directly via the Deviation Management System (Improvement & Investigation). These are handled by the Quality- and Environmental department, which handles and investigates the case for further action, together with the operations manager and the rest of the involved management.

The Quality- and Environmental Department compiles and reports routines, facts and information from operation managers and deviation management systems to the CEO and the company's management as part of the ongoing Quality and environmental work as well as systematic work environment work.

The purchase and logistics team is responsible for reporting accordingly to each national legal framework regarding waste and producer responsibility. With support from the Quality- and Environmental department.

Documentation.

Both documentation and handling of audits in the process described above is done on the company's intranet. All employees have access to routines, instructions, guidelines and reports.

Documentation at the local level is the responsibility of the respective manager, which must be adapted to the local routines and to the premises' waste needs.

Instructions and directions on waste management.

Culligan Nordic Group has prepared instructional documents adapted to each country's requirements and guidelines regarding waste management and source/fractions sorting and recycling. The aim is to increase the competence of the employees and actively work to avoid landfilling and unnecessary waste management in every possible way.



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