

Version	Description of change
01	Creation
02	§4.1 Add prevention of pollution and rephrase our commitments

1 Purpose

The purpose of this policy is to describe IDA Foundation's environmental policy and objectives. IDA Foundation is committed to the continual improvement of the Environmental Management System (EMS), according to compliance obligations, by following the principles and requirements of ISO 14001:2015.

2 Scope of application

The scope of this policy is sales, procurement and distribution of medical products and medical supplies and value-added services.

This environmental policy applies to all IDA employees, customers, partners, suppliers and other stakeholders playing a role in IDA's value chain.

3 Definitions

Abbreviation	Definition
EMS	Environmental Management System
GHG	Greenhouse Gas Emissions
SDGs	Sustainable Development Goals
EED Audit	Energy Audit

4 Description of the policy

4.1 Commitments

We recognise that our business operations have impacts on the environment, and we are committed to implement our environmental standards, continually improving our environmental performance and working with our partners to help them reduce their environmental impacts. and thereby continually improving our Environmental Management System and enhancing our environmental performance.

In doing so, we commit to:

- a) **Ensuring compliance to all relevant local regulations** relating to the environmental impacts of our operations (for example, an EED Energy Audit at our office in Amsterdam, or regulations impacting our office in Mumbai), and to the prevention of pollution by adopting appropriate measures to minimise our organisation's impact on the environment.
- b) **Measuring and decreasing** our energy usage and corresponding Greenhouse Gas (GHG) emissions to reduce the carbon footprint of our own office operations in Amsterdam and Mumbai.
- c) **Promoting sustainable behaviour internally:** Through regular engagement with internal stakeholders, we will create awareness on environmental responsibility and sustainable consumption.

- d) **Promoting sustainable production and consumption:** Through regular engagement with external stakeholders (e.g. supply chain partners, suppliers and customers). We require our external service providers/partners to comply with our environmental standards through our Third Party Code of Conduct (*EC-02*). We will measure the environmental impacts (e.g. CO2 emissions) throughout our supply chain and through innovative solutions, we will strive to improve our environmental footprint positively.
- e) **Waste Management:** We will measure and reduce the generation of waste in IDA Foundation office operations through the 5R approach (refuse, reduce, reuse, repurpose, recycle).

4.2 Leadership

The responsibility and governance for all environmental policies are upheld by the Management Team. They also ensure that responsibilities for reporting on the performance of the Environmental Management System are assigned and carried out. By leading by example, they also ensure that IDA employees acknowledge their responsibility and accountability towards respecting the environment and delivering a sustainable environmental standard for themselves and others in the workplace.

4.3 Planning

IDA Foundation sets plans towards environmental sustainability by identifying potential environmental risks and opportunities. This is done by, but not limited to:

- Determining the potential environmental aspects related to its activities, products and services that it can control or influence
- Applying selection criteria for suppliers and partners related to environmental aspects
- Determining, following and going beyond environmental compliance obligations for our offices in Amsterdam and Mumbai (e.g. Energy audit in the Amsterdam office every 4 years)
- Considering the potential negative impacts of emergency situations on the environment (e.g. flooding due to extreme weather) and solutions / working with local stakeholders (city council, energy company, etc) to mitigate these risks.

By identifying the risks and opportunities as mentioned above, our team sets targets for sustainability (including environmental) progress annually through our strategic process.

These targets are set by the Sustainability team, led by the MT representative and responsible person for Sustainability. The targets are monitored, evaluated and reported on (in MT reporting as well as annual external reporting), and updated as appropriate on a quarterly basis.

4.4 Communication

IDA employees are aware of this policy and all information relevant to EMS. Different communication channels may be used for this purpose (email communication, quarterly town halls, internal newsletter, and an e-learning training).

This policy is controlled, periodically reviewed as per *IPRO-002* and kept in IDA's Documentation Management System (M-Files). It is shared internally with all IDA

employees, and externally via the sustainability page of IDA website. Moreover, stakeholders are encouraged to share their feedback to improve IDA's EMS.

4.5 Operations

To integrate environmental standards into IDA's daily operations, we will:

- determine its environmental requirement(s) and organisational ambitions for the procurement of products and services, as appropriate for the areas where we have the biggest environmental impacts,
- communicate its relevant environmental requirement(s) to external providers, including contractors,
- determine the environmental impact(s) in case of critical changes to IDA's processes (change control *I*PRO-001).

4.6 Performance evaluation

Environmental performance is monitored, measured, analysed and evaluated regularly. The environmental performance and effectiveness of the EMS are evaluated through:

- Internal audits to monitor compliance annually (*I*PRO-008)
- An annual management review (*I*PRO-007);
- Annual Policy review.



4.7 Improvement



The suitability, adequacy and effectiveness of the EMS is improved through registering and managing non-conformities, implementing corrective actions if necessary and requesting feedback both internally and externally through our stakeholder engagement. This will be done:

- Through our system for non-conformities (*I*PRO-003) and corrective actions (*I*PRO-005);
- Requesting feedback through stakeholder engagement, e.g.:
 - Internal suggestion box;
 - Internal / external surveys;
 - Requesting stakeholder feedback through a Sustainability team email.

The Sustainability team is responsible for collecting, evaluating, prioritising and coordinating the execution of any improvement ideas.

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