



Environmental Management and Sustainability Policy

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ENVIRONMENTAL MANAGEMENT AND SUSTAINABILITY POLICY

This policy outlines Ichor's commitment to environmental stewardship, sustainability, and responsible resource management. We recognize that our operations have an impact on the environment, and we are dedicated to reducing this impact through continuous improvement in our environmental performance. This policy applies to all employees, contractors, suppliers, and stakeholders involved in our business activities.

Ichor is committed to integrating environmental management into all aspects of our operations, ensuring that we conduct our business in a manner that is sustainable, responsible, and aligned with global efforts to address climate change and protect natural resources.

Objectives:

1. Climate Change Mitigation:

- Reduce greenhouse gas emissions across our operations in line with our reduction plans
- Invest in energy efficiency and renewable energy sources to reduce our carbon footprint.

2. Resource Efficiency:

- Optimize the use of natural resources in our operations, including water, energy, and raw materials, to reduce waste and increase efficiency.
- Implement circular economic practices, such as recycling, reusing, and repurposing materials, to minimize environmental impact while balancing financial feasibility.

3. Pollution Prevention:

- Reduce emissions, discharges, and waste that may cause environmental harm, ensuring compliance with all applicable environmental laws and regulations.
- Prevent pollution through proactive measures, including the adoption of best practices and innovative technologies.

4. Sustainable Supply Chain Management:

- Partner with suppliers to align with our environmental standards and practices.
- Encourage the use of sustainable materials and environmentally friendly practices throughout our supply chain.

Implementation Measures:

1. **Environmental Management System (EMS):**

- Establish and maintain an Environmental Management System to systematically manage our environmental responsibilities.
- Regularly review and update the EMS to reflect changes in regulations, technology, and company objectives.

2. **Employee Engagement and Training:**

- Educate and train employees on environmental issues, sustainability practices, and their roles in achieving our environmental objectives.
- Foster a culture of environmental responsibility, encouraging employees to identify and implement sustainability initiatives within their areas of work.

3. **Sustainable Product Development:**

- Design products and services with sustainability in mind, considering their environmental impact throughout their lifecycle, from raw material extraction to end-of-life disposal.
- Innovate to create solutions that help our customers reduce their environmental impact.

4. **Monitoring and Reporting:**

- Monitor our environmental performance through key indicators, such as energy use, water consumption, waste generation, and emissions.
- Report on our environmental performance transparently to stakeholders, including employees, customers, investors, and the public.

5. **Continuous Improvement:**

- Set near- and long-term environmental consumption reduction plans and regularly review our progress towards achieving them.
- Commit to continuous improvement in environmental management by adopting new technologies, best practices, and lessons learned from our operations and industry.

Governance and Accountability:

1. Leadership Commitment:

- Our leadership team is committed to integrating environmental management into the company's strategic decision-making processes.
- Environmental performance will be a key consideration in business planning, investment decisions, and risk management.

2. Roles and Responsibilities:

- Assign clear responsibilities for environmental management across all levels of the organization,
- The Head of Corporate Social Responsibility role oversees the implementation of this policy and ensure compliance with environmental laws and regulations.

3. Stakeholder Engagement:

- Engage with stakeholders, including customers, suppliers, local communities, and regulatory bodies, to understand their environmental concerns and expectations.
- Actively participate in industry initiatives and partnerships that promote environmental sustainability and shared learning.

Review and Revision:

- This policy will be reviewed annually or as needed to ensure its continued relevance and effectiveness.
- Updates to the policy will be communicated to all employees and stakeholders, ensuring alignment with our environmental goals and objectives.

This Environmental Management Policy represents Ichor's commitment to responsible stewardship. By embedding sustainability into our operations, we aim to protect the environment, support the well-being of our employees and communities, and contribute to a more sustainable future.