



Neocare – Environmental Policy

Introduction

Neocare recognises that our operations have an impact on the natural environment, and we are committed to managing these impacts responsibly. Environmental stewardship is integral to our pursuit of world-class standards, sustainable development, and ethical business practice. We aim to minimise adverse environmental effects while safeguarding the health, safety, and wellbeing of our employees, customers, and the wider community.

Our Commitments

Neocare will:

- Comply with or exceed all applicable environmental legislation and regulatory requirements. Where existing standards fall short of our ethical expectations, we will adopt more stringent internal controls.
- Develop, implement, and maintain an Environmental Management System (EMS) to monitor, control, and continually improve our environmental performance.
- Work collaboratively with suppliers and manufacturing partners to promote responsible environmental practices, offering guidance and support where beneficial.
- Provide safe, healthy working conditions and encourage employees to identify opportunities for environmental improvement, supported by appropriate training and resources.
- Design and manufacture products with environmental responsibility in mind, increasing the use of sustainable materials and processes wherever feasible.
- Reduce the environmental impact of our activities, including energy use, waste generation, emissions, and resource consumption.
- Communicate our environmental objectives and achievements openly, sharing best practices and contributing to wider industry improvement.
- Inform end users about responsible use, handling, and disposal of our products and packaging to minimise environmental harm.
- Protect local and wider communities from environmental nuisance or harm arising from our operations, and support community initiatives in the areas where we operate.

Review and Continuous Improvement

This policy will be reviewed regularly to ensure it remains aligned with Neocare's objectives, operational context, and evolving environmental responsibilities. Continuous improvement is central to our approach, and we will use performance data, stakeholder feedback, and EMS outputs to drive ongoing enhancement.

Approved & Authorised by:

Name: Rakesh Javer, Neocare UK Ltd

Position: Managing Director

Date: November 2025

Signature: *R.Javer*