

Menardi was acquired by the Nederman Group in 2012. This brochure provides an overview of the Nederman Group Sustainability plan. Details are found in our sustainability related goals, policies and statements. Complete documents are shared upon request.

Nederman Group supports and works actively to contribute to the UN Sustainable Development Goals and to comply with international rules and guidelines. Nederman Group reports in line with the EU Corporate Sustainability Reporting Directive as well as the EU Taxonomy.

The world is constantly changing, and so are we. This plan is reviewed and updated on a regular basis. Any changes are accounted for in the Nederman Group Annual and Sustainability Report.

Sustainability plan

Overview



Change
is in the air



OUR PROMISE

We protect people,
planet and production
from harmful effects
of industrial processes

We are part of the Clean Air Company

Sustainability is our business, and the way we do business. Our vision is to create a world where industrial air pollution is no longer a threat to human health and to our planet. As the world-leading global partner in industrial air filtration, we are in a position to make an impact.

It is our dedicated people who make the difference. Together, we are taking the next big step by strengthening our focus on sustainability and sharpening our commitments and goals – all to shape the future for clean air.



Our plan for change

The sustainability plan is our long-term agenda for driving positive change. It is born from our vision and aimed at meeting major global challenges. We have structured our plan into four focus areas:

- Clean air
- Co-workers
- Climate
- Circularity

With sharp focus, constant improvements and tireless efforts we can make a huge difference as we strive to protect people, planet and production.

Circularity
Climate



Clean air

Co-workers





Clean Air

We improve air quality to protect people, planet and production.

Poor air quality is a global health issue. It affects 99 percent of the earth's inhabitants and causes at least seven million premature deaths every year.

Against this background, the WHO has tightened its guidelines on the limitation of air pollutants: a crucial challenge for industries worldwide.

At Menardi, we are dedicated to combatting air pollution. Our goal is to shape the future for clean air and achieving that requires insight, engagement and action.

We commit to shaping the future for clean air by

- Continuously improving our products, services, and solutions to further reduce air pollution
- Embracing stricter air quality demands
- Sharing our clean air expertise

We contribute to good working conditions for people throughout our value chain.

Work constitutes a significant part of many people's lives. Therefore, working conditions and a good and safe work environment are important, not least to prevent accidents, work-related illnesses and other health issues.

At Menardi, we embrace diversity and believe that everyone should have access to decent and meaningful work in safe and healthy workplaces. We aim to drive positive change for co-workers within Menardi, at our customers and at our suppliers, always supporting human rights.

We commit to improving conditions for co-workers at

- Our customers
- Our own workforce
- Our suppliers

A photograph of three people from behind, holding hands and raising them in the air against a bright sunset sky. The sun is low on the horizon, creating a warm, golden glow. The people are silhouetted against the light. The person on the left is wearing a light-colored t-shirt and glasses. The person in the middle is wearing a dark long-sleeved shirt. The person on the right is wearing a blue long-sleeved shirt. The background shows a hazy landscape with hills or mountains.

Co-workers

Climate



We will become a climate net-zero business and help our customers to reduce their climate impact.

As a leading environmental technology company and a part of the industrial sector, we recognize our responsibility to contribute to the climate on our planet.

Menardi is determined to reach climate net-zero by 2050, as set out by the UN Paris Agreement. To help us get there, we have committed to the Science Based Targets initiative.

We continuously seek ways to reduce the climate impact of our business. Our products, services and solutions are designed to help reduce our customers' negative climate impact on the planet. We will keep focus on innovating and implementing solutions that support the transformation to a low-carbon society.

We commit to reducing climate impact of

- Our products in use
- Our materials
- Our operations

Circularity



We focus on circularity in our products, services and solutions.

Extraction and excessive usage of limited natural resources can cause a risk for businesses, nature and human life. Therefore, we need to ensure a more sustainable way of handling resources.

At Menardi, we continue our work for a shift towards circularity in our business. We strive to decouple our consumption of natural resources from our growth. Therefore, we focus on “making more from less” and extending the life of both products and materials.

We will increase the share of recycled materials in our products and continue to deliver high quality and resource-efficient solutions. We will work to ensure that our products can be maintained, updated and reused – and that as much as possible can be recovered and recycled at end of life.

We commit to improving resource efficiency by

- Making more from less
- Extending the life of our products
- Using more recycled materials

Making it happen



OUR VALUES

Sustainable customer relationships.
Respect for the environment and each other.
The courage to act.

We are determined to become a sustainable business. As the global leader in clean air solutions, we have the position and passion to make a difference. It is our responsibility and our great privilege.

We are innovative at heart, and we will continue to embrace bold new ways of working and thinking. Our sustainability ambitions, commitments and goals, will be

reached through actions taken throughout the organisation. We will collaborate within the Nederman Group, with our business partners and stakeholders to succeed. We will develop our policies, processes, roles, and responsibilities and make sure we implement our plan into our daily work.

We encourage all our customers and partners to follow our progress in our Annual and Sustainability Report, as well as on our website.

A person with long, flowing reddish-brown hair is seen from behind, wearing a dark blue, textured, patterned coat. They are standing on a sandy beach, looking out at the ocean where white-capped waves are breaking. The overall mood is serene and contemplative.

Breathe.

Feel the
change.



Feel the
change.

Sustainability plan overview

Our sustainability vision is to create a world where industrial air pollution is no longer a threat to human health and our planet. We strive to achieve this through more sustainable and innovative solutions that reduce emissions, promote energy and resource efficiency, and by supporting fairness and inclusivity.

CLEAN AIR

We improve air quality to protect people, planet and production from the harmful effects of industrial processes

Shaping the future for clean air by:

- Continuously improving our products, services and solutions to further reduce air pollution
- Embracing stricter air quality demands
- Sharing our clean air expertise

CO-WORKERS

We contribute to good working conditions for people throughout our value chain and support fairness and inclusivity

Improving conditions for co-workers at:

- Our customers
- Our own workforce
- Our suppliers

CLIMATE

We will become a climate net-zero business and help our customers to reduce their climate impact

Reducing climate impact of our:

- Products in use
- Materials
- Operations

CIRCULARITY

We focus on circularity in our products, services and solutions and reduce virgin material usage

Improving resource efficiency by:

- Making more from less
- Extending the life of our products
- Using more recycled materials