



FOOKE GmbH Environmental Policy

Sustainability at FOOKE – Efficiency, Responsibility, Future

Scope: This environmental policy applies to all business areas and locations of FOOKE GmbH, as well as to all employees, managers, suppliers, and service providers working on our behalf.

Last Update: November 6, 2025

Validity / Target Period: Goals & Measures 2024–2025 (ongoing development)

1. Our Commitment

FOOKE is committed to minimizing environmental impacts, using natural resources sustainably, and continuously improving environmental performance. We act in accordance with applicable laws and voluntary standards and strive to avoid risks while actively leveraging opportunities for environmental efficiency.

2. Guiding Principles

- Avoid emissions, waste, and environmental hazards wherever possible.
- Handle water, energy, and other resources responsibly.
- Prioritize renewable energies and energy efficiency.
- Ensure transparency on environmental matters and involve employees and suppliers.
- Drive continuous improvement through measurement, auditing, and target review.

3. Specific Environmental Goals & Measures (Selection)

The following goals are based on our internal objectives for 2024–2025 and are regularly reviewed and updated.

Wastewater & Water

- Goal: Reduce freshwater consumption and decrease wastewater impact.
- Measures: Record and monitor water usage; implement technical measures to reduce wastewater; perform regular inspections.

Energy & Renewable Energies

- Goal: Reduce energy consumption and increase the share of renewable energy sources.
- Measures: Install and expand photovoltaic systems; implement energy efficiency measures; track energy metrics; switch to LED lighting (replace halogen with LED).



Mobility & Charging Infrastructure

- Goal: Promote low-emission mobility for employees and company fleet.
- Measures: Install e-charging stations; integrate electric mobility into fleet planning.

Waste Management & Recycling

- Goal: Avoid, separate, and recycle waste.
- Measures: Introduce/optimize recycling processes (e.g., cooperation with ENDURA / reference: #50742); reduce residual waste through material selection and process optimization.

Hazardous Substances & Operational Safety

- Goal: Minimize risks from hazardous substances and ensure safe storage/handling.
- Measures: Maintain hazardous substance inventory, provide training, perform inspections, and document procedures.

Supplier & Product Development

- Goal: Improve environmental compatibility across the supply chain.
- Measures: Develop suppliers, integrate sustainability requirements in procurement, and review product innovations for environmental impact.

Emergency Situations & Compliance

- Goal: Protect the environment and health in case of disruptions/accidents; comply with all relevant legal requirements.
- Measures: Implement emergency plans, conduct regular drills, document inspections (including furnace certificates, etc.).

Office & Internal Processes

- Goal: Reduce material use, implement paperless processes, and procure environmentally friendly products.
- Measures: Procure sustainable office supplies; encourage employee suggestions for improvements.

4. Responsibility and Governance

- Management holds overall responsibility for the environmental policy and provides necessary resources.
- Appointed environmental officers (e.g., UMT / responsible managers) coordinate measures, monitoring, and reporting.
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- All employees are required to support the environmental policy and act in an environmentally responsible manner.

5. Measurement, Audit & Reporting

- We track key metrics (e.g., water and energy consumption, waste volumes) and evaluate the achievement of our goals annually.
- Internal audits and external inspections ensure compliance. Identified non-conformities are analyzed and addressed with corrective actions.

6. Improvement & Participation

- Employee suggestions for improvement are explicitly encouraged and systematically recorded and evaluated.
- Suppliers and partners are involved in development measures to make the entire value chain more sustainable.

7. Communication

- We inform employees, customers, and stakeholders about significant environmental aspects and progress.
- Contact for environmental matters: Frank Voots, Head of Quality Assurance, Email: fvoots@fooke.de

8. Legal Compliance

- FOOKE complies with all applicable legal and regulatory requirements as well as contractual obligations in the environmental sector.

9. Validity and Review

- This environmental policy is approved by management.
- It is reviewed at least annually or in the event of significant changes and adjusted as necessary.