

Document Name:	Penlinks Environmental Policy REV 1.3 Godkänd.docx	Created Date:	2025-08-04
Document Owner:	Daniela Espinoza, Quality & Environmental Officer	Document State:	Approved
Approved By:	David Burge, CEO	Approval Date:	2026-02-10
Latest Revision:	1.3	Latest Revision Date:	2026-02-10

Environmental Policy

Penlink, based in Stockholm, Sweden, is a supplier of electro-mechanical components, electro-optics, and servo systems for a wide range of industries. Since 2016, Penlink has been part of the Addtech Group.

We recognize that our operations have an impact on the environment and are committed to managing this impact responsibly. This policy is tailored to the nature, scale, and environmental aspects of our activities, products, and services, and considers the expectations of our stakeholders.

Our Commitment to the Environment

At Penlink, we are committed to:

- Reducing our climate impact and preventing pollution as part of our environmental strategy.
- Choosing environmentally responsible transportation methods for goods whenever possible.
- Collaborating with suppliers to continuously improve the environmental performance of our products.
- Promoting recycling and resource efficiency in our operations.
- Continuously improving our environmental performance through regular evaluation and action.
- Complying with or exceeding all applicable environmental legislation and other relevant requirements.
- Maintaining a framework for setting and reviewing environmental objectives and targets.

In addition, Penlink is committed to managing and reducing environmental impacts across all relevant areas of our operations. This includes preventing and mitigating potential air pollution, water pollution, soil contamination, harmful noise emissions, and excessive water consumption. We work proactively to identify environmental risks connected to our products, services, supply chain, and internal processes, and take appropriate actions to minimize these impacts.

Monitoring and Measurement

Penlink monitors and, where relevant, measures emissions, waste streams, and substances that may pose environmental risk. We ensure that all monitored parameters remain within national and international safety thresholds and regulatory limits. When deviations are identified, corrective actions are implemented without delay. Our monitoring practices support continuous improvement and help ensure compliance with applicable environmental standards.

Implementation and Communication

This policy is communicated to all employees and made available to the public via our website: <https://www.penlink.se/about-us/>

It is endorsed by Penlink's top management and reviewed regularly to ensure its continued relevance and effectiveness.