



Carbon Reduction Plan

Commitment to achieving Net Zero

WS Audiology is committed to achieving Net Zero emissions latest by **2050**.

All WS Audiology entities in the UK are wholly owned by WS Audiology; and this Carbon Reduction Plan applies to our UK operations. All WS Audiology UK entities support and adopt the Net Zero commitment set out in this Carbon Reduction Plan.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2020 and 2021	
Additional Details relating to the Baseline Emissions calculations.	
<p>WS Audiology has 2020 as baseline year for scope 1 and 2 emissions, and 2021 as baseline year for scope 3 emissions. This is because 2021 data was more representative of the actual scope 3 emissions of the company, as data collection and accounting methodology were highly refined.</p> <p>There is a small discrepancy between direct emissions from baseline year shown in this document and the emissions from our annual report, this is because more representative scope 1 emissions data was used to set the science-based target baseline, as overestimations on natural gas usage were done in the totals shown in the annual report.</p>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	5,096
Scope 2	13,372
Scope 3 (Included Sources)	383,900

Total Emissions	402,368
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Current Emissions Reporting

Reporting Year: 2022	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	4,402
Scope 2	7,703
Scope 3 (Included Sources)	363,723
Total Emissions	375.828

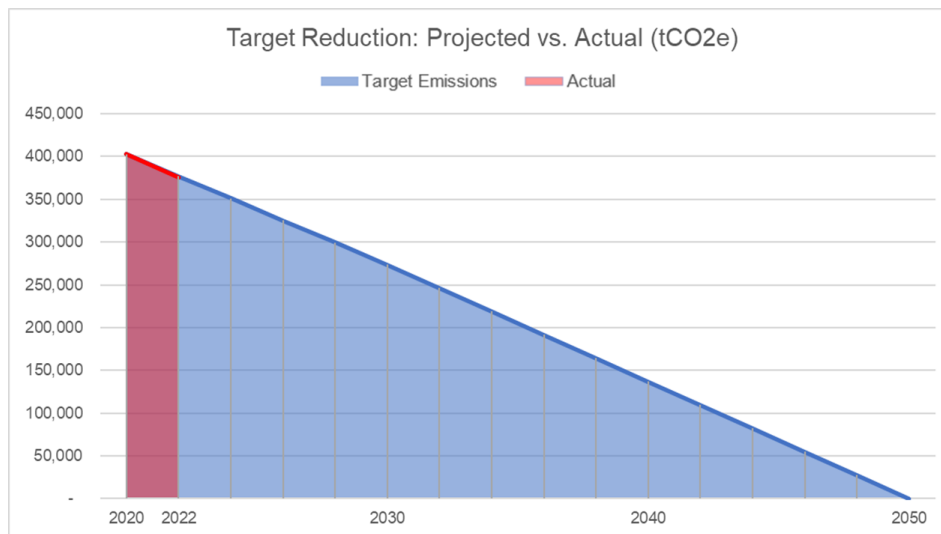
Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to **299,331** tCO₂e by 2028. This is a reduction of **25.6%**. This goal is in line with our near-term science-based targets approved by the Science-based Targets Initiative (SBTi) which are to:

- Reduce absolute scope 1 and 2 greenhouse gas (GHG) emissions 50% by 2030 from a 2020 base year
- Reduce absolute scope 3 GHG emissions 30% by 2030 from a 2021 base year
- Increase annual sourcing of renewable electricity from 16% in 2020 to 100% by 2025 and to continue sourcing through 2030

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2020 baseline. The carbon emission reduction achieved by these schemes equate to **26,540 tCO₂e**, a **6.6%** reduction against the 2020 baseline and the measures will be in effect when performing the contract.

Our near-term science-based targets were approved by the SBTi in November 2022, and we have committed to set Net-zero targets latest by 2025. Additionally, we have increased our renewable electricity share from 16% in 2020 to 41% in 2022.

We are ISO 14001-certified environmental management systems in our main production sites in Singapore, Denmark, China, Poland, and Philippines. Moreover, all our main manufacturing sites have internal energy efficiency targets and continuously implement energy efficiency measures such as heat electrification, LED lighting adoption, and efficient use of compressed air.

In terms of material efficiency, last year we sent for recycling 70% of non-hazardous waste from our main production sites and 100% of the electronic waste from our main repair centre. We design our hearing aids to be repairable and receive our hearing aids back from consumers after the trial period or for repair. And reuse parts and components from the returned hearing aids when possible, these parts are thoroughly tested in accordance with applicable standards and regulatory frameworks.

We have established an internal policy to work toward phasing out virgin plastics, introducing FSC-certified paper into product packaging, and optimizing shipping packaging to reduce waste. Last year, 47% of paper packaging material sourced was made of FSC-certified paper. We have the goal of sourcing 100% FSC-certified paper for product packaging by 2025.

We have performed two certified full life cycle assessments (LCAs) of our products, which have allowed accurate quantification of the lifecycle environmental impacts of our products and refinement of our scope 3 accounting methodology. And have highlighted emission hotspots to continue improving the environmental performance of our products.

Future Initiatives

We will continue our current emission reduction efforts. In the future we hope to implement further measures such as:

Emissions reduction through improved circularity and material efficiency via a take-back initiative for end-of life devices that has already been piloted in our retail stores in Australia. Additionally, we will increase the percentage of recycled plastic in our WaxGuard casing through a closed-loop waste recycling system, where waste from our injection moulding machines will be reused in our own production in Denmark.

Introduction of lower emission solutions through collaborations between our Sustainability and R&D Departments, the development of a lower-emission solution is currently on the early design stage.

We have started engaging our top-emitting suppliers from three main commodities as part of our strategy to reach scope 3 science-based targets. We have performed an initial supplier engagement approach and currently work towards setting carbon reduction programmes along them.

Declaration and Sign Off

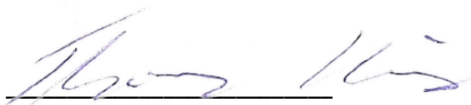
This Carbon Reduction Plan has been completed in accordance with UK PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

Signature

Date: 25/04/2023



Thomas Hies

Chief Quality & Regulatory Officer

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>