

Sustainability Policy

1. Introduction

At dbSorb, we are committed to environmental stewardship, social responsibility, and sustainable business practices. We acknowledge that global sustainability challenges can't be tackled by one company alone, and we acknowledge that we work here in NZ in an industry where currently 80% of construction and demolition waste goes to clean fill sites and 20% to landfill¹. We acknowledge the seriousness of these challenges in NZ and globally and have made public commitments to positive change. Our goal is to minimize our ecological footprint while providing high-quality acoustical solutions to our clients. This policy outlines our commitment to sustainability and the actions we will take to achieve it.

2. Environmental Commitment

2.1 Energy Efficiency

- We will continuously assess and improve the energy efficiency of our manufacturing processes, offices, and warehouses.
- Implement energy-saving technologies, such as LED lighting, motion sensors, and efficient HVAC systems.
- Encourage employees to adopt energy-conscious behaviours.

2.2 Material Selection

- Prioritize sustainable and recyclable materials in our product design and manufacturing.
- Work to achieve a fully circular economy solution by designing waste out of our products and solutions.
- Minimize waste by reusing and recycling materials wherever possible.
- Collaborate with suppliers who share our commitment to eco-friendly materials.
- Continuously improve our materials to get to 100% recyclability and fully circular acoustic solutions.

2.3 Waste Reduction

- Strive for zero waste by optimizing production processes (Yield) and minimizing material waste.
- Properly dispose of hazardous materials according to regulations.
- Educate employees on waste reduction practices.

2.4 Water Conservation

- Monitor water usage in our facilities and implement water-saving measures.
- Invest in water-efficient equipment and fixtures.
- Promote water conservation awareness among employees.

¹ "Reducing Building Waste." BRANZ, <https://www.branz.co.nz/sustainable-building/reducing-building-waste/>

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3. Social Responsibility

3.1 Employee Well-Being

- Provide a safe and healthy work environment for all employees.
- Encourage work-life balance and mental well-being.
- Offer training and development opportunities to enhance employee skills.

3.2 Community Engagement

- Engage with local communities through volunteer programs, sponsorships, and partnerships.
- Support community initiatives related to education, environment, and social welfare.

3.3 Supplier Relations

- Collaborate with suppliers who adhere to ethical and sustainable practices.
- Encourage fair labour practices and transparency throughout the supply chain.

4. Continuous Improvement

4.1 Measurement and Reporting

- Regularly assess our sustainability performance using key performance indicators (KPIs).
- Publish an annual sustainability report to communicate progress and challenges.

4.2 Innovation and Research

- Invest in research and development to create innovative, eco-friendly acoustical solutions.
- Stay informed about industry trends and emerging sustainable technologies.

5. Compliance and Accountability

- Comply with all relevant environmental laws, regulations, and standards.
- Appoint a sustainability officer responsible for implementing and monitoring this policy.
- Regularly review and update the policy to align with evolving sustainability goals.

By adhering to this sustainability policy, we aim to contribute positively to the environment, society, and our business. Together, we can create a harmonious balance between acoustical excellence and ecological responsibility.