Water Policy

Introduction

At Volex we are committed to conducting our business ethically and honestly and in an environmentally responsible way.

Water is essential for a healthy economy, society, and environment. People across the world depend on it for their daily livelihoods, yet a large proportion of the world's population live in countries that are at risk of water stress and scarcity. The causes of water stress range from pollution of ground water, deforestation, drought, and poor waste management practices. Water scarcity and water stress are expected to become increasing challenges due to climate change.

Across our businesses, dependency on water varies due to the differences in our manufacturing processes and the locations of our operations. Water is used as a resource in some production processes and as a coolant in some machinery like injection moulding machines. Water is also used day to day by employees, providing drinking and sanitation facilities especially in those locations which provide canteen and dormitory accommodation.

The purpose of this policy is to demonstrate our commitment towards reducing our businesses' water withdrawal and to provide a policy framework as we establish and implement best practice water stewardship methods.

This policy sets out our commitment to improve our businesses' water management practices by reducing water withdrawal and instilling a culture of responsible use of this scarce resource. Water is an important part within some manufacturing processes within our businesses' operations and therefore is important to their future development.

We recognise our role and responsibility relating to water by driving our businesses to make educated and sustainable decisions.

Scope

This policy is applicable to all of our global operations including all of our subsidiaries in which we have a majority ownership (collectively "Volex" or the "Group").

This policy covers all our employees; officers; consultants; contractors; casual workers; agency workers; interns; volunteers; students; suppliers; visitors, customers and any third parties who provide services for or on behalf of Volex.

In addition any third party acting in good faith can raise a concern via our Speak Up reporting system.

Our Management Framework

1. We have assigned overall responsibility for this policy and for ensuring its effectiveness to our Board's Safety, Environmental and Sustainability Committee.
2. We have assigned Executive responsibility for this policy to our Group Safety, Environment and Sustainability Steering Committee.
3. We encourage all our sites to achieve the ISO 14001 environmental management standard this standard including our 3 factories in China, our largest sites in Mexico, two of our factories in Turkiye and our largest site, in Batam, Indonesia.
4. All our sites report water consumption, usage and disposal data on a regular basis through our Volex Sustainability Reporting System.
5. Through our Volex Factory Sustainability Framework all sites are encouraged to treat water as a 'precious resource' and to adopt water conservation measures within their factories.

Metrics

Our performance and progress towards our sustainability targets will be reported to our Safety, Environment and Sustainability Committee on a periodical basis.

Our performance will be reported through our Annual Report and Accounts before being disclosed on our website and submitted to sustainability disclosure platforms such as CDP and EcoVadis.

Responsibility

Compliance with this policy is the responsibility of the Board of Directors and will be monitored through our Safety, Environment and Sustainability Committee.

Review of the policy

This policy will be reviewed at least annually.

Our Policy Principles

Principle 1 - Stakeholder engagement

In recognition of water as a scarce resource, Volex will engage with our respective stakeholders to understand key environmental issues with the aim of helping to help preserve this critically important natural resource.

Principle 2 - Local ownership

Each of our operating sites is required under this policy to put in place appropriate programs, policies, and systems to understand how their business impacts on water availability and quality and to ultimately, reduce their water withdrawal.

Principle 3 - Water stewardship

We recognise our role as a corporate citizen is to operate good water stewardship practices. Water stewardship means driving our businesses to use water in a way that is environmentally sustainable and socially equitable.

Appropriate water stewardship practices are only possible through understanding how water is used, maintaining good water governance, monitoring water quality and identifying areas where water is scarce or at risk.

We encourage water reuse and recycling to take place within our production processes wherever practicable to reduce our water usage intensity.

At a minimum, at Volex we expect all of our sites and subsidiaries to comply with relevant international and local legal obligations relating to water use, discharge, consumption and site-specific customer and certification requirements.

Principle 4 - Measuring and monitoring of water

At Volex, through our sustainability reporting system, we are committed to continuously improve data monitoring and collection processes across our businesses so that we can enable an ongoing assessment of the risks associated with water impacts and its dependencies across our value chains.

Principle 5 - Water stress

At Volex we recognise that some of our businesses' operations are located in water-stressed areas (Turkiye, Mexico, California) based on information from the World Resources Institute, and we review the water conservation and water efficiency programs to reduce water withdrawal in these regions.

Principle 6 - Water pollution control

We are committed to treating used water and, to testing the water for any hazardous pollution, before discharging it. We strive to comply with all applicable legislative requirements relating to water conservation and management. We encourage our sites to use closed loop water systems in their processes, to identify, contain and eliminate sources of potential pollution within their site boundary and to install water treatment plant where these are considered beneficial.

GTK F182 V1.0 Volex Water Policy 2026 (March)

Volex plc Registered in England & Wales No. 00158956

Water Policy

Principle 7 - Water-related risk assessment
We encourage our businesses to assess water-related risks as part of their site risk assessments and we include water-related factors within our Plant Safety Review program. Issues such as water quality, flood risk, access to Water, Sanitation and Hygiene (WASH) facilities are each considered to better understand the impact that water has on our business and stakeholders such as customers, local communities, and employees.

We have evaluated flood risk and do not consider that any of our current sites are located in areas with high flood risk.

Principle 8 - Regulatory compliance
We are committed to driving our businesses to manage their approach to water in line with applicable regulatory requirements through monitoring of their water withdrawal levels and intensity.

Waste water discharges will be monitored at all locations to ensure they meet local regulatory requirements. Where required, our businesses are expected to engage with the local authorities to ensure the correct environmental permits are in place for their water management activities.

Principle 9 - Stakeholder awareness and education
We are working to raise the awareness of the most efficient water use practices across our businesses' manufacturing processes through our kaizen and operational excellence program. We encourage our sites to mitigate water usage in their production processes where possible, and expect our suppliers to share in this approach.

Principle 10 - Water, sanitation and hygiene in the workplace
Safe drinking-water, sanitation and hygiene are crucial to human health, wellbeing and are a universal human right. Safe water is not only a prerequisite to health, but contributes to livelihoods, helping to create healthy environments for resilient communities. We expect our sites and businesses to provide access to safely managed water services, such as clean water and basic toilets, at all locations.

Volex plc Registered in England & Wales No. 00158956