

# ENVIRONMENTAL POLICY

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## Policy

- Dedalus UK Bidco Limited (“Dedalus”), a global leading health software provider, which is part of the Dedalus S.P.A group of companies, will comply with all applicable laws and government regulations addressing the environment and the health and safety of its employees and other persons visiting or working at its sites.
- The Board of Directors is responsible for overseeing the management of our business and strives to ensure an appropriate balance between environmental responsibility and Dedalus’s business goals. Dedalus is committed to operating in a manner that protects the environment of communities in which we conduct business.

## Applicability (Scope)

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This policy applies worldwide to all directors, officers and employees of Dedalus and its subsidiaries and affiliated entities, and Dedalus contractors wherever they are conducting work for and on behalf of Dedalus globally.

## Requirements

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Dedalus policy commits to reducing our impact on the environment through:

- Mitigating climate change through cleaner energy, where practicable, and managing emissions effectively
- Reducing waste generation, increasing recycling rates and working with suppliers to minimize waste and harmful environmental impacts upstream and downstream
- Promoting resource efficiency (energy, water, etc.) in our solutions and services, and within our supply chains
- Company commitment to pollution prevention and the proper use of natural resources.
- Designing solutions and services to optimize their environmental performance
- Addressing travel-related emissions

## Compliance obligations

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Dedalus aims to meet or exceed all applicable compliance obligations, client commitments and other requirements to which Dedalus subscribes.

This includes corporate reporting under recognized industry initiatives. Note, the corporate reporting may be undertaken at the Dedalus Group of companies rather than at the individual entity level.

## Goals and objectives

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To achieve the objectives outlined in this policy, Dedalus integrates environmental goals and objectives into its business planning, decision making, performance tracking and governance processes.

## Management commitment

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Dedalus senior management will promote a culture in the organization that supports the Environmental Management System (EHS). Dedalus senior management will also provide the necessary resources and support, as appropriate Environmental initiatives and programs will ensure the implementation of this policy in line with our business objectives and compliance obligations.

## Certification

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To meet regulatory, contractual and business requirements, Dedalus will pursue a program of certification to recognized international standards and accreditations (where applicable). The program will include but is not limited to:

- ISO 14001 – Environmental Management System

## Interested parties

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The Environmental policy will be made publicly available and communicated to identified interested parties. The policy will be updated regularly based on stakeholder involvement and requirements.

## Internal and external issues

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Dedalus considers to be “issues” those factors or conditions that define the context in which it operates its business. Dedalus will determine the key relevant internal and external issues that could have an impact on Environmental performance, including:

- Environmental conditions
- External cultural, social, political, legal, regulatory, financial, technological, economic, natural and competitive circumstances
- Internal characteristics or conditions of the company

## Training

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Dedalus will regularly provide appropriate training and awareness, supervision and support for EHS management systems.

## Audit/Assessments

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Dedalus will conduct third-party audits and organize self-assessments in support of Dedalus's Global EHS Management System Standard.

## Supplier assessments

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Dedalus will conduct third-party audits and organize self-assessments on our key suppliers with respect to their EHS performance in support of Dedalus policies and procedures. Dedalus will consider the results of these assessments when procuring goods and services.

## Continual improvement

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Dedalus is committed to the continual improvement of its environmental performance.

This policy applies to all Dedalus business operations and employees wherever they are carrying out work for and on behalf of Dedalus globally.

## Document Control

Version #	Version Date	Prepared/Revised By	Reviewed by	Approved By	Affected Section and Description of Change
1.0	01/04/2021	Matilde Mairena			Initial version
1.1	24/09/2021	Matilde Mairena	Christian Whittingham	Christian Whittingham	Approved version
1.2	08/11/2023	Luis Baleriola	Matilde Mairena	Assurance and Approval Committee	Added company commitment to pollution prevention