

Sustainability Policy

Table of contents

1.	SUSTAINABILITY POLICY
2.	ABOUT SUSTAINABILITY
3.	SUSTAINABILITY IN HYDROGEN MEM-TECH
4.	HYDROGEN MEM-TECH SUSTAINABILITY PROGRAM



1. SUSTAINABILITY POLICY

Environmental, Social and Governance Sustainability is a line responsibility.

Hydrogen Mem-Tech shall emphasise the protection of people, the environment and the surrounding community.

Hydrogen Mem-Tech has implemented its Code of Conduct which addresses ethics, social responsibility, human rights and the environment.

The company's ethical rules address anti-corruption, anti-money laundering, conflicts and sanctions.

Any potential climate effects of our work shall be evaluated, and environmentally efficient solutions chosen where Hydrogen Mem-Tech is in a position to make a positive impact.

Sustainability reporting according to best practice shall be developed and implemented.

Hydrogen Mem-Tech shall act responsibly and ensure compliance with legislation and be a role model with respect to sustainability.

Hydrogen Mem-Tech shall clearly communicate this policy to all employees.

2. ABOUT SUSTAINABILITY

Sustainability requires an integrated approach that takes into consideration environmental and social concerns along with economic development. In 1987, sustainability was defined by the United Nations (UN) Brundtland Commission as "meeting the needs of the present without compromising the ability of future generations to meet their own needs." Later, the UN has established Sustainable Development Goals to form a common framework for social and economic improvement while mitigating the hazardous man-made effects of climate change. Building a more sustainable economy will help reduce the greenhouse gas emissions that cause climate change.



3. SUSTAINABILITY IN HYDROGEN MEM-TECH

Hydrogen Mem-Tech is enabling the green transition by realising the potential of hydrogen. Our technology will not only produce blue hydrogen from bio- and natural gas - and catch the CO² generated in the process. We will also make the whole operation cheaper, cleaner, and better. Our ambition is to make hydrogen production profitable, so that sustainable energy solutions with zero emissions gain a competitive advantage.

Hydrogen Mem-Tech's Code of Conduct (CoC) covers ethics, social responsibility, human rights, and the environment. Basic human rights shall be respected by all employees in Hydrogen Mem-Tech and important international conventions shall be followed. Hydrogen Mem-Tech's employees shall act in an ethical manner and behave appropriately with regards to the surroundings and society. Hydrogen Mem-Tech's employees shall also adhere to environmental regulations and shall contribute to the improvement of environmentally efficient solutions.

In Hydrogen Mem-Tech, sustainability is a line responsibility. Hydrogen Mem-Tech culture shall be characterised by respect, openness and high ethical standards towards employees, suppliers, partners, owners and clients. We strive to prevent additional stress to the environment and most of our separators can be recycled, allowing minor maintenance costs and a sustainable environmental footprint.

Hydrogen Mem-Tech shall emphasize protection of people, environment, and the surrounding community, by working systematically with sustainability according to Hydrogen Mem-Tech's management system. Potential climate effects of our work shall be evaluated, and environmentally efficient solutions chosen where Hydrogen Mem-Tech is in position to make a positive impact. Reporting of sustainability according to environmental, social and governance (ESG) reporting guidelines shall be implemented and developed.



3.

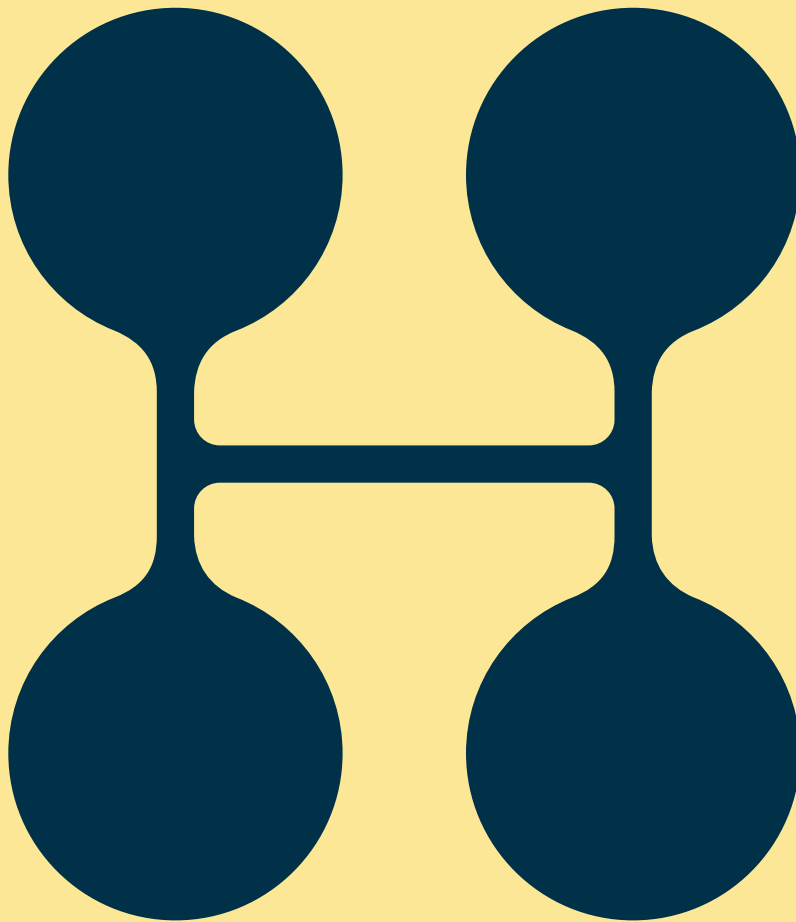
HYDROGEN MEM-TECH SUSTAINABILITY PROGRAM

To ensure compliance with the goals, Hydrogen Mem-Tech has established a sustainability programme and related activity plan. HMS has established a sustainability policy and goals, clearly communicated to all employees. To ensure compliance to the goals, Hydrogen Mem-Tech has established a sustainability program (= an activity plan).

The HMS sustainability program is integrated in the annual HSEQ & Sustainability activity plan, approved by the latest Management review meeting.

Thomas Reinertsen, CEO
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