
MEMS International Sustainability Policy

1. Purpose

MEMS International Ltd. is committed to conducting its business in a sustainable, responsible, and environmentally conscious manner. This policy outlines our commitment to environmental, social, and economic sustainability and guides our decision-making and operational practices to minimise environmental impact while supporting positive social and business outcomes.

2. Scope

This policy applies to:

- All employees, contractors, temporary staff, and agency personnel of MEMS International.
 - Suppliers, subcontractors, and business partners engaged in company operations and projects.
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3. Responsibility

The responsibility for implementing, monitoring, and reviewing this Sustainability Policy lies with:

Michael Beattie – Sustainability Manager

Senior management will support the implementation of this policy and encourage sustainable practices throughout all areas of the business.

4. Commitments

MEMS International commits to being Net Zero by 2038 by:

Compliance

- Complying with all relevant environmental, sustainability, and applicable legal requirements.

Energy & Resource Efficiency

- Reducing the use of energy, water, fuel, paper, and other resources wherever reasonably practicable.
- Developing paperless systems and procedures to minimise unnecessary resource consumption.

Waste Management

- Minimising waste through reduction, re-use, recycling, and responsible disposal methods.

Emissions Reduction

- Seeking to reduce environmental emissions through efficient transport, operational planning, and responsible energy use.

Responsible Procurement

- Considering environmental and sustainability impacts when sourcing products, materials, and services.
- Promoting sustainable sourcing practices throughout production and distribution processes.

Employee Awareness

- Providing sustainability awareness and environmental training to employees and encouraging participation in sustainable working practices.

Supply Chain Engagement

- Encouraging suppliers, subcontractors, and business partners to adopt sustainable and environmentally responsible practices.

Continuous Improvement

- Regularly reviewing and improving sustainability objectives, operational processes, and environmental performance.

Stakeholder Engagement

- Sharing sustainability initiatives and commitments with employees, clients, suppliers, and other interested parties.

Annual Review

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- Reviewing and updating this policy annually, or sooner if legislation, operational requirements, or best practices change.

5. Sharing This Policy

MEMS International ensures this policy is accessible to interested parties by:

- Making the policy available on the company website.
- Sharing the policy with clients, suppliers, subcontractors, and stakeholders during tender and project processes where appropriate.

6. Review

This policy will be reviewed annually to ensure it remains relevant, effective, and aligned with current legislation, industry standards, and company objectives.

Signature of authorized person

MEMS International Ltd.

Louis Brink

Louis Brink

Managing Director

Date: 26/02/2026

Next Review: 26/02/2027