

## Phonak AG environmental policy

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### 1. Aim and purpose

The internal environmental policy of Phonak AG in Stäfa lays the foundation for the implementation of an environmental management system in accordance with the ISO-14001:2004 standard at the company headquarters in Stäfa. The intention is to gradually extend this environmental certificate in future to cover the entire Sonova Group. The Management Board of Phonak AG and the Executive Committee of the Sonova Group hereby commit to the following guiding principles.

### 2. Scope

The scope of the environmental policy is closely linked to the range of application of the environmental management system and, in legal terms, encompasses the headquarters of Phonak AG on the site in Stäfa. The principles to which Phonak has committed in its environmental policy are consistent with the values and principles of the code of conduct of the Sonova Group.

### 3. Definitions / Responsibility

The Management Board of Phonak AG is responsible for implementing and maintaining the environmental management system based on the present environmental policy.

### 4. Environmental policy

The Management Board of Phonak AG and Executive Committee of the Sonova Group commit to:

- Take on a leading role in protecting the environment and pursuing a sustainable environmental policy.
- Protect natural resources through responsible and efficient management.
- Avoid, to the best of their knowledge and belief, any environmental damage arising from products, services and processes.

- Set the necessary priorities and provide the resources required to reduce CO<sub>2</sub> emissions, a significantly relevant environmental aspect to Phonak AG.
- Meet the applicable legal requirements of environmental law or exceed them by following own stricter guidelines.
- Maintain and improve the environmental management system over the long term as an integrated part of the greater management system.
- Continually optimize the environmental objectives and environmental performance as part of the continuous improvement process and communicate the results achieved to the public.
- Regularly reassess and adapt the appropriateness of the environmental policy and the compliance with its principles as part of the annual management review.

Stäfa (Switzerland), November 1, 2011

Phonak AG