

Matter.

Sustainability Policy

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MATTER POLICY STATEMENT

At Matter we are committed to meeting the needs of the present without compromising the ability of future generations to meet their own needs. Protecting the environment is the guiding principle of our existence. Our vision is to live in a world without micropollutants in our natural environment. Our role is to reduce the impact on the environment from our operations and to develop products and technologies that enable others to reduce their own footprint. We follow the principles of Cradle to Cradle from William McDonough and always aim to do **“more good, not less bad”**.

Matter understands sustainability as; the ability to support a process over time without negatively impacting either the environment or the people living in it. In order to fulfil our mission and become the hard line between the biological and technical cycle we need to ensure good governance in both our own business and those of our customers, suppliers and partners. We want Matter’s working practices to be reflected in our company values; mission first, sense of urgency, don’t panic find a solution, we go together. We will utilise our knowledge and experience to contribute to sustainable techniques, technology, knowledge and methods to make these values come to life.

This policy aims to set out Matters framework for how we define and quantify sustainability and how we put approach this at business level.

SCOPE

This policy will apply to all Matter employees (regardless of status such as temporary, permanent, part-time, or full-time), as well as all affiliated contractors, suppliers, clients, and customers.

SUSTAINABILITY FRAMEWORK

There is no time to waste, the health of the world’s oceans and life on Earth depends on our contribution and the actions we take now as an organisation. We are acutely aware that even if we prevent all micropollutants from entering nature, we would have failed if our operational models cause damage on the way. At Matter we view sustainability through the Cradle to Cradle lens.

Outlined below is how the five Cradle to Cradle pillars are applied at Matter:

Material health

Cradle to Cradle defines material health as: chemicals and materials used in the product are selected to prioritize the protection of human health and the environment, generating a positive impact on the quality of materials available for future use and cycling.

Matter defines material health as: Micropollutants are harmful to all life in water ecosystems and beyond. They infiltrate the food chain via zooplankton, they contaminate ecosystems by impacting phytoplankton, they are harmful to human health by transporting dangerous chemicals that are endocrine disruptors and they are environmentally persistent with the potential to build up for centuries and

irretrievably alter ecosystems that life on Earth depends upon. We exist to prevent these micro pollutants from entering the world's ecosystems. Our commitment goes beyond technology, it's about working closely with legislators to develop policy that either enables or mandates individuals, companies, governments and other organisations to recognise and reduce their own environmental footprint. Education begins with our team; true change starts with us and extends to all stakeholders we interact with.

Therefore, the success of Material health will be measured by the speed at which microplastics are banned globally.

Material circularity

Cradle to Cradle defines material circularity as; products are intentionally designed for their next use and are actively cycled in their intended cycling pathway(s).

Matter wants to prove circularity is a viable economic model and this encompasses both our operations and our products. We commit to reduce, reuse, recycle and repair where possible and specifically design our products and technologies to prevent technical nutrients entering the biological cycle according to cradle to cradle principles. We will ensure that our services and products are safe, efficient in their use of energy, protective of the environment, and able to be reused, recycled or disposed of safely. Waste prevention is the preferred option and safe disposal is our last.

We will contribute to the maintenance and increase of biodiversity through management of our facilities and properties. In practice this means we ask every team member to think with a sustainable approach to decision making from the micro "how do I support the company's recycling rate target by recycling his waste most effectively?" to the macro "does this product need to be designed or manufactured at all? What purpose does its creation serve?"

Therefore, the success of Material circularity will be measured by our ability to not add technical nutrients to the biosphere.

Water and soil stewardship

Cradle to Cradle defines water and soil stewardship as; water and soil are treated as precious and shared resources. Watersheds and soil ecosystems are protected, and clean water and healthy soils are available to people and all other organisms.

The ocean produces over 50% of the world's oxygen, safeguarding this irreplaceable natural resource from damage from micropollutants is why Matter exists. Our products and technologies are created to tackle this problem at scale and prevent further harm. Responsibility for our water footprint and appropriate soil stewardship extends throughout the whole team to Matter's business activities, to all levels of our supply chain. We aim to encourage our suppliers to join us in this commitment to protect and ensure the health of water and soil as a natural resource.

Therefore, the success of Water and Soil stewardship will be measured by the amount of micropollutants filtered using Matter technology.

Energy stewardship

Cradle to Cradle defines energy stewardship as; product manufacturing results in a positive impact on air quality, the renewable energy supply, and the balance of climate changing greenhouse gases.

We know that every decision we make as a business will have an impact on the carbon footprint of Matter, it defines our success as organisation. To achieve carbon neutrality, we will first and foremost work to minimise production of GHG alongside working on diversity of offsetting. Alongside this we aim to consider our footprint in all the business decisions we make, from considering the carbon intensity of a recycling returns scheme to location of manufacturing partners for our products.

This should not be a tick box exercise and interrogation of all purchases and partners is crucial to meeting the target of reducing and balancing GHG emissions in both our operations and supply chain. We want our partners to meet the same standards and take the same approach.

Therefore, the success of Energy stewardship will be measured by our ability to operate a carbon neutral business.

Social fairness

Cradle to Cradle defines social fairness as; companies are committed to upholding human rights and applying fair and equitable business practices.

At Matter social fairness is the ethical framework that informs how we operate as an organisation and an employer. We believe true success is measured not only by our business performance but by our commitment to social equity. All working people should be afforded this right.

We want to ensure our team is not only fairly treated but truly supported in their work and lives. Fair pay, performance reviews, training, wellbeing and healthcare benefits, share options; this is what a sustainable, inclusive and equitable business looks like.

By upholding these values, we work to ensure our business practices reflect our commitment to social fairness, allowing us to prosper as a company, but also make a meaningful and positive impact on the lives of those we engage with and the broader community we serve. We take this commitment seriously and where possible, we will choose not to work with companies that do not meet our sustainable practice standards and we will seek out partners that better reflect our commitment to social fairness.

Therefore, the success of Social Fairness will be measured by our ability to certify as a BCorporation.

RESPONSIBILITIES

Whilst the CEO has responsibility for implementing this policy. Everyone is empowered to speak up and act to ensure the commitments of this policy are met.

Matter will identify and provide appropriate training, advice and information for team members and encourage them to develop new ideas and initiatives alongside providing appropriate resources to meet the commitments of this policy.

We will ensure that every team member, volunteer and contractor is informed of and expected to follow this policy and to report any environmental, health, or safety concern to management so that prompt action may be taken.

MONITORING

Matter is committed to continuously evaluating the effectiveness of this policy and ensuring the Company's efforts to maintain a sustainable culture are maintained and can be demonstrated.

Matter also must continuously ensure suppliers and external contractors are reviewed and are aligned with policies that are similar.

Matter commits to formally reviewing this policy on a minimum of once every two years and to communicate any updates to the entire organisation. A copy of this policy is also made accessible to all employees via our online systems.