WOLTERS KLUWER
ENVIRONMENTAL POLICY

POLICY DETAILS

Name of policy	**Environmental Policy**
Short description	This policy supports the ambitions of Wolters Kluwer and its subsidiaries with respect to the environment.
Owner	Corporate Legal Affairs
Contact details	sustainability@wolterskluwer.com
To whom is this policy binding	All Wolters Kluwer Entities
Approval level	Executive Board (EB)

POLICY VERSION CONTROL

Version number	*Last check (year)*	*Last amendments*	*Changes at last amendment*	*Approved by*
1.0	2009	n/a	n/a	EB
1.1	2013	2013		EB
2.0	2019	2019	Updated to bring in line with international sustainability guidelines and to include referencec to the SDGs.	EB, Feb 11, 2019
3.0	2020	2020	Updated the name Business Principles to Code of Business Ethics	SVP General Counsel/Company Secretary
3.0	2021	2020	n/a	Ethics & Compliance Committee, Oct 25, 2021

1 Introduction

This Wolters Kluwer Environmental Policy ("Policy") supports the ambitions of Wolters Kluwer N.V. and its subsidiaries (hereinafter jointly referred to as "Wolters Kluwer" or the "company") with respect to the environment. As a global provider of professional information, software solutions, and services, our work at Wolters Kluwer helps to protect people's health, prosperity, safety, and legal rights while helping its customers to become better professionals. In acknowledgement of global climate change and other environmental challenges, Wolters Kluwer is committed to minimizing the negative impact of its operations on the environment and to comply with the applicable local and international environmental laws. This Policy applies to all Wolters Kluwer divisions, business units, and operating companies that are controlled by Wolters Kluwer via majority ownership or the right to appoint management (jointly referred to as "Wolters Kluwer Entities").

Wolters Kluwer Entities are responsible and accountable for upholding the principles of this Environmental Policy by monitoring their environmental performance. Wolters Kluwer encourages improvements of the environmental performance of its suppliers through its Supplier Code of Conduct. However, Wolters Kluwer is not responsible, nor accountable for the environmental actions and practices of its suppliers and of companies or joint ventures in which Wolters Kluwer has a minority share or in which it cannot exert management control.

The Environmental Policy serves as an extension to the Wolters Kluwer Code of Business Ethics. The Executive Board fully endorses this Policy and may resolve to amend this Policy periodically. Wolters Kluwer Entities may give additional and more detailed regulations or guidance on the various subjects described in this Policy. Such additional regulations may not be in conflict with this Policy, unless the deviations are based on local laws, collective labour agreements or agreements with employee representative bodies.

2 Our responsibilities towards the environment

Wolters Kluwer is committed to the United Nations Sustainable Development Goals and is contributing to the following goals:

Goal 3: Good health and well-being
Goal 9: Industry, innovation, and infrastructure
Goal 16: Peace, justice, and strong institutions

Wolters Kluwer is guided by chapter VI, Environment, of the OECD guidelines for multinational enterprises. The company furthermore observes the three principles on the environment in the United Nations Global Compact to:
1) support a precautionary approach to environmental challenges;
2) undertake initiatives to promote greater environmental responsibility; and
3) encourage the development and diffusion of environmentally friendly technologies.

This translates to Wolters Kluwer's commitment to:

- Implement high opportunity environmental measures;

- Continue growing our expert solutions through innovation and accelerating our global platform and cloud-based integrated solutions;
- Develop software solutions and services that minimize the negative environmental impact of its customers;
- Strive to minimize the environmental footprint of its operations in terms of consumption of energy, water, paper and other natural resources, and production of waste;
- Promote environmentally friendly business practises globally by collaborating with and raising awareness among its employees;
- Build a responsible supply chain by engaging with its suppliers to minimize the negative environmental impact of its products and services, and of the operations of its suppliers;
- Work closely with its internal and external stakeholders for knowledge exchange and continuous improvement;
- Maintain contingency and reporting plans for high risk incidents with serious negative environmental impact
- Continuously assess our environmental impact and monitor our environmental performance of key performance indicators.

3 Responsibilities and Management

Each Wolters Kluwer division rolls out its environmental initiatives based on specific local opportunities. In addition, centralized initiatives may be rolled out. These initiatives are required to adhere to Wolters Kluwer's globally-established policies and applicable law and regulations.

4 SpeakUp Policy

Wolters Kluwer encourages its employees to report any actual or suspected irregularities, including environmental crimes. The SpeakUp Policy and misconduct reporting system allow all employees to report any actual or suspected irregularities in confidence and without fear of retaliation. For more information, please read the SpeakUp Policy.

5 External reporting

Wolters Kluwer publishes its environmental performance annually, accessible on the company website. Stakeholders are welcomed to give feedback on this Environmental Policy and the yearly environmental performance by contacting sustainability@wolterskluwer.com.