

60.4	<b>Sustainability Policy</b>	Release date:	23/05/2024
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Page 1 of 5		Date of effectiveness:	23/05/2024

## 1. INTRODUCTION

To align Soncotra's operations and initiatives with the United Nations Sustainable Development Goals (SDGs), we focus on **reducing CO<sup>2</sup>** emissions while promoting health, education, economic growth, infrastructure resilience and climate action.

**Soncotra is committed** to ensure **a sustainable future** for our business and stakeholders (employees, clients, subcontractors, shareholders, communities,...).

## 2. SCOPE

This policy relates to how the transports, services and operations within our company and across our supply chain will be continually reviewed and improved, so that we can integrate **social, environmental** and **economic** considerations into our everyday practices and make a positive contribution to society.

## 3. PURPOSE

Soncotra acknowledges that the company has potential impacts on people and the environment through our operations and supply chains.

Through this policy we **commit**:

- to comply with applicable law in all our operations.
- to protect human rights.
- to focus on the reduction of CO<sup>2</sup> emissions from road transport.
- to promote the use of low emissions trucks & trailers.
- to minimise our impact on our environment.
- **to maximise the effective use of resources.**
- to foster responsible environmental behaviour amongst **our** staff at all levels.
- to increase communication and awareness of our **sustainable** efforts.

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Page 2 of 5		Date of effectiveness:	23/05/2024

## 4. **PRINCIPLES**

The three (3) pillars of Sustainability are:

### 4.1 **SOCIAL**

#### ⇒ **SDG 3 GOOD HEALTH AND WELL-BEING**

Soncotra will:

- provide a safe and healthy workplace: clean offices, air circulation & air ventilation.
- implement wellness programs that encourage physical activity, healthy eating and safety standards: teambuilding sessions, flu vaccine every year, sessions to avoid or counter burn-out.
- 100% respect of people in their fundamental human rights, working conditions, correct wages.
- suitable and adequate premises and equipment.

#### ⇒ **SDG 4 QUALITY EDUCATION**

Soncotra will:

- create useful opportunities for development of skilled local workers.
- collaborate with educational institutions to offer internships and apprenticeships in transport and logistics.
- create programs (e.g. traineeships, work-study programs) that give students earlier access to the corporate environment.

#### ⇒ **SDG 5 GENDER EQUALITY**

Soncotra will:

- pay equal remuneration, including benefits, for work of equal value and strive to pay a living wage to all women and men.
- support diversity and inclusion.
- establish a zero-tolerance policy toward all forms of violence at work, including verbal and/or physical abuse and prevent sexual harassment.
- assure sufficient participation of women in decision-making and governance at all levels and across all business areas.
- commit to be an equal opportunity employer and will adhere by all fair labour practices.

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Page 3 of 5		Date of effectiveness:	23/05/2024

## 4.2 ENVIRONMENTAL

### ⇒ SDG 7 AFFORDABLE AND CLEAN ENERGY

Soncotra will:

- commit to sourcing 100% of operational electricity needs from renewable sources.
- prioritize energy efficiency across operations through tools such as the use of an internal carbon price to reduce overall demand of energy.
- increase investments related to sustainable energy services.
- integrate renewable energy into employee benefits packages (electric cars).
- investment in solar panels.
- Investment in batteries to stock energy (in the near future).

### ⇒ SDG 13 CLIMATE ACTION

Soncotra will:

- implement strategies to reduce CO<sup>2</sup> emissions across all operations, including optimizing routes, improving fuel efficiency and transitioning to low-emission vehicles (HVO Fuel).
- source all electricity the company consumes at its facilities from renewable sources –such as wind and solar.
- expand sustainable forest management through responsible sourcing practices and product substitution.

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Page 4 of 5		Date of effectiveness:	23/05/2024

### 4.3 ECONOMIC/GOVERNANCE

#### ⇒ SDG 8 DECENT WORK AND ECONOMIC GROWTH

Soncotra will:

- ensure fair and equitable employment practices that provide decent work and promote economic growth.
- foster an inclusive workplace culture that values diversity and encourages employee participation in sustainability initiatives.
- support local economies by sourcing goods and services from local suppliers and contractors.

#### ⇒ SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Soncotra will:

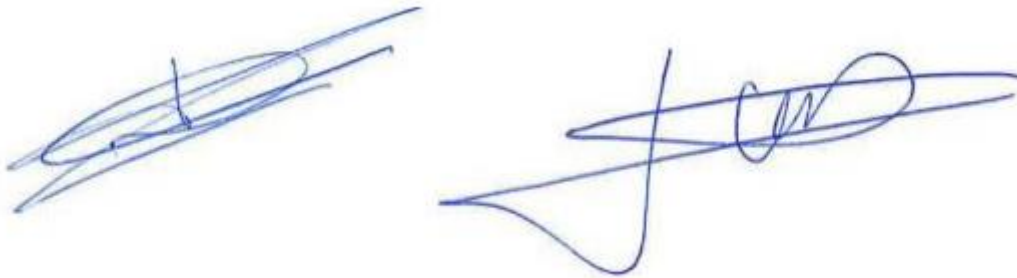
- invest in modern, energy-efficient vehicles and infrastructure to reduce CO<sup>2</sup> emissions and improve operational efficiency.
- collaborate with industry partners and stakeholders to drive sustainable industrial practices.
- promote the adoption of innovative technologies and practices that enhance sustainability in transports and logistics.
- add value to our transports and services to support sustainability markets.

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Page 5 of 5		Date of effectiveness:	23/05/2024

## 5. CONCLUSION

Soncotra NV is dedicated to creating a **sustainable** and **resilient future**. By focusing on reducing **CO<sup>2</sup> emissions** and promoting health, education, economic growth and climate action, we aim to make a positive impact on our employees, community and the environment. Through continuous commitment and collaborative efforts, we can achieve our sustainability goals and contribute to a healthier, more equitable world.



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