



60.4	<b>SHEQ and CSR Policy</b> <b>Safety – Security – Health – Environment - Quality</b>	Release date:	20/01/2026
Version:4.0		Last revision date:	20/01/2026
Page 1 of 1		Date of effectiveness:	20/01/2026

We aim to meet the dynamic requirements of our customers and all other interested parties by delivering high quality and correct services.

As a competitive and leading logistic provider we want to achieve this by continuously improving the efficiency and the effectiveness of our processes and our organization.  
Therefore:

- the aim for continuous improvement is translated into measurable goals, which we periodically evaluate and adjust. All our employees and partners, local and abroad, are involved in the determination and realization of these goals;
- the aim for perfection is ensured by early identification, cause analysis and prompt reporting of human errors;
- competence and expertise are continuously increased by active search for all relevant developments and technological evolutions (innovation).

We are well aware that the success of our company depends on the skills, knowledge, well-being, motivation and the enthusiasm of our employees, partners and subcontractors. Follow training programs to further extend and develop the skills and knowledge is strongly recommended by us and is a key success factor for the realization of our SHEQ- and CSR (Corporate Social Responsibility) goals.

We want to strengthen our position on the European, Asian, Middle Eastern, North African, UK and Irish market by long term co-operations with partners and subcontractors, build on mutual trust and integrity.

To achieve this we:

- select those subcontractors who can prove they fulfill the set requirements taking into consideration the local and international laws and regulations, Corporate Social Responsibility as well as additional Soncotra standards;
- provide them with written guidelines and monitor the application and we help defining proactive measures;

- recommend them to train their drivers based on the BBS (Behaviour Based Safety) guidelines.

We aim to achieve high levels of safety, health, quality and security for all involved parties by preventing risks to persons, the environment and property.

We aim to preserve and protect the environment by reduction of negative impact caused by our business (eg.CO<sub>2</sub>). We focus on sustainability by increasing the use of electric company cars, solar- and wind energy.

We are aware that individual and teamwork performance as well as personal commitment are keystones to success.

The use of drugs and alcohol is strictly forbidden before and during working hours.  
Violations against this will not be tolerated.

Our Quality Management System proves evidence of our commitment to Safety, Health, Environment, Quality, (Cyber) Security and Sustainability – for the benefit of everyone and is according to the Code of Conduct and labor regulations.

Poperinge  
General Managers  
Soncotra NV

Isabelle Lemaire

DocuSigned by:

*Isabelle Lemaire*

E760EF074CDE48A...

20/1/2026 | 15:40:07 CET

Bert Lemaire

DocuSigned by:

*Bert Lemaire*

2F0557863CC241C...

20/1/2026 | 06:41:18 PST