

95.1	Sustainability Policy	Release date:	17.01.2025
Version: 2.0		Last revision date:	17.01.2025
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1. INTRODUCTION

To align Soncotra's operations and initiatives with the United Nations Sustainable Development Goals (SDGs), we focus on **reducing CO²** 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 CO² 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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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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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 CO² 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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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 CO² 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.

⇒ **SDG 17 PARTNERSHIPS FOR THE GOALS**

Soncotra will:

- participate in platforms for dialogue and collaboration between governments, business, NGOs and communities. Attend meetings and conferences to share experiences and best practices.
- encourage sustainable investments. Promote fair trade practices and support companies committed to sustainability.
- provide support to local innovators and startups working on sustainable solutions.

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5. CONCLUSION

Soncotra NV is dedicated to creating a **sustainable** and **resilient future**. By focusing on reducing **CO² 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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