

Process	S02 - Sustainability	Document	POL-0002
Activity	S02.02 - Sustainability Management	Version	1.0
Title	Sustainability Policy	Page	1 of 1

Sustainability Policy

Sustainability is a priority in Advario's strategy with responsibility and respect being a long-term part of our value system. Based on this foundation, we strive to develop a sustainable future for all stakeholders. It is our ambition to embed sustainability in every part of our business to create positive impact for our customers, employees, partners and the environment and communities in which we operate. We conduct our business in an ethical and responsible way, adhering to good Environmental, Social and Governance (ESG) standards for our own operations as well as in interactions with business partners, such as customers, joint venture partners, contractors, and suppliers.

In order to achieve this, we will:

1. Drive our efforts to improve the overall environmental footprint of our operational activities, as laid out in our HSSE policy and fostering natural habitats around our sites.
2. Take climate action by reducing all air emissions from operations and products at our sites, as well as bringing solutions to help business partners reduce Greenhouse Gas (GHG) emissions in the supply chain.
3. Use natural resources and materials responsibly and respectfully, by minimizing waste and loss of value.
4. Ensure human rights, fair labor conditions and equal opportunity are fostered, respected, adhered to across all activities in our key supply chains, including (sub)contractors and other suppliers.
5. Recognize all talents and offer an inclusive and respectful working environment.
6. Support communities near our business with Corporate Social Responsibility (CSR).
7. Hold ourselves to account for decisions today that should positively contribute to development for current and future generations.
8. Develop our business in line with sustainable business principles for the global energy transition, circular economy, and responsible supply chains.
9. Measure and evaluate performance with periodic and transparent reporting about our efforts as well as achievements to our stakeholders.
10. Demonstrate ownership and lead by example in ethics and compliance to evolving Environmental, Social and Governance standards.

Management will ensure the establishment, implementation, and maintenance of this Policy with the expected active support and involvement of all employees as well as, where applicable, employee representatives and contractors.


"If we cannot do it safely or ethically, we don't do it at all".


Rotterdam, May 2023

Bas Verkooijen
[Signed Electronically in
M-Files Global]

Bas Verkooijen
Advario Chief Executive Officer

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