

SUSTAINABILITY POLICY



OUR PURPOSE: At Tradebe Spain, France and Italy, we have the drive, capability and commitment to contribute to **sustainable industrial development**. We are firmly committed to minimising the impact of industrial processes to fulfil the needs of society.

We know that our contribution to industry and society is only possible **thanks to our employees**. That is why we offer a world-class employee experience, able to attract people with the right knowledge and attitude, while providing a safe and dynamic environment in which to be able to grow.

From the beginning, our mission as an organisation has been **to care for the environment and promote sustainable growth** in our ever-changing society. As a company, we are dedicated to promoting the circular economy, and we are committed to the environment and the communities where we live and work.

Our commitment, capability, attitude and our team are key elements that help us become an international leader in the circular economy. We want to lead by example as a company that serves a broader purpose: to support the growth of industry through solutions that promote greater social wellbeing, while preserving our world for future generations.

OUR COMMITMENTS: To carry out our purpose, amongst others, we have the current sustainability policy, where our commitments in Environmental, Social and Good Governance matters are set out.

IN ENVIRONMENTAL MATTERS:

Environmental Sustainability is one of Tradebe's values. Our commitment to work towards a Circular Economy, reducing the resources, both natural and material, that we use in our treatment processes, the waste that we generate, contributing to turning our clients' waste into resources, and carrying out a digitalisation process in all areas of the organisation.

Commitment to the Fight against Climate Change by reducing the Carbon Footprint of our workplaces, through the decarbonisation of the energy consumed, energy efficiency studies, the necessary technological changes and extending the life cycles of our clients' resources (Marpol, solvents, etc.). All of this to guarantee the protection of the environment and biodiversity.

Commitment to continuous improvement, beyond legal requirements, in the environmental area in all our plants through the maintenance of ISO 14001 certifications.

IN SOCIAL MATTERS:

The Health and Safety of our employees, the Development of their talent and their Growth are some of Tradebe's values. We support the United Nations Universal Declaration of Human Rights and want to build a sustainable future

for all with the communities in which we operate.

We are committed to continuous competence development training for all employees. Commitment to continuous improvement of the health and safety of all people in our workplaces, beyond the legal requirement, through the maintenance of ISO 45001 certifications and the promotion of their Health and Wellbeing.

The company's commitment to equality and diversity in all the countries in which it operates is also one of our priorities.

IN GOOD GOVERNANCE MATTERS:

It is essential to ensure the management of the financial and non-financial risks. Commitment to ethical management of economic growth but sustainable for the planet, respectful and fair with the markets and people, and for all of this there is a Ethical Code that is a reference for all employees in ethical, social and environmental matters, as well as an ethical channel and a Compliance and Business Ethics Committee to supervise its performance.

Commitment to comply with current legislation, through a Compliance model, of all the responsibilities acquired contractually or voluntarily through adhesions, with the authorities and third parties. The upholding of

ISO 9001 certifications in all our plants guarantees not only compliance with the requirements committed to our customers, but also the continuous improvement of our services, to their benefit. Cybersecurity is a matter of active concern to ensure responsible use of information by all parties. We have developed employee training and internal controls to monitor the above.

Sustainability is also a key matter in the evaluation of our suppliers and in Due Diligences for the acquisition of new companies.

We have adhered to the 2030 Agenda and have a Sustainability Committee to oversee compliance and monitoring. The company is committed to partnership and is present in many Associations, through which it firmly promotes what is set out in this Sustainability Policy.

Based on this policy, the rest of Tradebe's policies are issued, which are fully aligned with this document.

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