

Tradebe Environmental Services

Sustainability Policy

Our Purpose:

At Tradebe Environmental Services in Spain, France and Italy, we have the drive, the capability and the commitment needed to contribute to **sustainable industrial development**. We are firmly committed to minimising the impact of industrial processes in order to meet society's needs.

We know that our contribution to industry and society is only possible **thanks to our employees**. That is why we offer a first-class employee experience, designed to attract people with the right knowledge and attitude, which will provide them with a safe and dynamic environment in which to grow.

Since the very beginning, our company's mission has been **to care for the environment and promote sustainable growth** in our rapidly changing society. As well as promoting the circular economy, we are committed to the environment and the communities where we live and work.

Our commitment, capabilities, attitude and our team are key elements that have helped us become an international leader in circular economy. We aim to lead the way as a company that fulfils a broader purpose: to support the growth of the industry through solutions that promote greater social well-being and preserve our world for future generations.

Our commitments:

Environmental sustainability is one of Tradebe's core values. Our commitment is to work towards a circular economy by reducing the natural and material resources we use in our waste treatment processes, turning our clients' waste into resources and implementing digitalisation across the whole organisation.

We also commit to combatting climate change by reducing the carbon footprint of our facilities by decarbonising energy consumption; conducting energy efficiency studies and implementing the corresponding technological changes in accordance with the company's medium to long-term strategy; extending the lifecycle of our clients' resources and avoiding an increase in carbon footprint by producing resources using circular economy (metals, compost, TGF, etc.) and assessing the physical risks of climate change at our facilities.

In addition, we have adopted measures aimed at protecting and preserving biodiversity, which promote the conservation of ecosystems in the areas where we operate.

We have committed to continuous improvement in the area of environment by going beyond legal requirements in all our ISO 14001 certified facilities.

In the area of social responsibility, the health and safety of our employees as well as the development of their talent and growth are also core values at Tradebe. We support the United Nations Universal Declaration of Human Rights and we want to work with the communities in the areas where we operate to build a sustainable future for all.

We are committed to the continuous training of all our employees in order to develop their skills. As an ISO 45001 certified company, our commitment to the continuous improvement of health and safety for everyone in our facilities goes beyond legal requirements to promote health and well-being.

The company is also committed to equality and diversity in all the countries where it operates, as well as the right to digital disconnection.

In the area of **governance**, we believe it is essential to effectively manage financial and non-financial risks. Our commitment to ethically manage economic benefits that are sustainable for the planet and comply with the rules of fair play with regards to the markets and people is reflected in our Code of Ethics; a document that sets out the guidelines for conduct and behaviour of all our employees in ethical, social and environmental matters. The company has also set up an ethics channel and a Compliance and Business Ethics Committee to oversee its implementation.

We are also committed to complying with current legislation through a compliance model and agreements with the authorities and third parties in which we uphold our commitment to fulfilling responsibilities undertaken contractually or voluntarily. In addition, the maintenance of ISO 9001 certified facilities guarantees not only compliance with the requirements agreed with our customers but also the continuous improvement of our services for their benefit.

Cybersecurity is an area in which we are actively engaged to ensure the responsible use of information by all stakeholders. We promote competition law and anti-corruption policies within the organisation and we have trained our employees and set up internal controls to monitor the commitments outlined above.

Sustainability is also a key factor when assessing suppliers or for due diligence procedures during the acquisition of new companies; the results of which are vitally important. We have also established a procedure to assess the ESG impact of our supply chain and we regularly update our double materiality analysis to ensure we remain aligned with all stakeholders.

We have signed up to the 2030 Agenda and have a Sustainability Committee to ensure compliance and monitoring. The company is committed to partnership and is a member of numerous associations, through which it strongly promotes the principles set out in this Sustainability Policy.

We are working to adapt our Sustainability Report to the new EU reporting requirements and to continue advancing our strategy to achieve the objectives we have set ourselves.

All other Tradebe policies are fully aligned with the contents of this document.

Víctor Creixell
Global CEO Tradebe Environmental Services
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