

ESG Code of Conduct Trittech Solutions and its partners

1. Background

Trittech Solutions is an innovative company that develops and realizes sustainable solutions in the field of environmental protection together with customers and partners. And more specifically; protection of soil, groundwater and air. On one hand, by protecting soil and groundwater through a liquid-tight, mineral seal and on the other hand, by capturing harmful landfill gas and putting it to good use where possible. Because we have several of our own innovative products in our portfolio, we look for the most optimal and often unique solution together with our customers, suppliers, partners, governments and other relevant stakeholders. We are driven by our 3 core values: innovation, sustainability and quality.

2. ESG Code of Conduct

In this document we have described our code of conduct in the field of Environmental Social Governance (ESG). We commit ourselves to this code and expect the parties we work with to do the same. It is therefore a mutual and joint ambition to apply a (minimum) standard in the field of sustainability and social responsibility.

3. Scope

Our Code of Conduct complements all applicable national, EU and international legislation and industry best practice. Since Trittech Solutions is active worldwide, we realize that this legislation and best practices can differ significantly worldwide in terms of both content and (ambition) level. That is why we have drawn up our code of conduct in such a way that it can be applied globally and made appropriate, but also sets a (minimum) standard to which both our partners and ourselves comply.

As stated, this ESG Code of Conduct is mutual, which means that we will work together to meet the ambition level of this code of conduct. From our side, that means transparency about our goals, traceability regarding our results and we offer support and guidance to our partners to achieve the same. We expect the same transparency and traceability from our partners and that they will allow an (independent) audit to be carried out, should the situation make it necessary.

4. ESG Code of Conduct

4.1 Sustainability (Environmental) component

- The organization actively ensures that (possible) pollution of air, water and earth is prevented and that raw materials are used sustainably
- The organization measures and records the use and discharge of natural resources, such as energy consumption and water consumption
- The organization actively and measurably reduces its impact on climate change by reducing direct and indirect greenhouse gas emissions and using renewable energy as much as possible

- The organization ensures that its presence and activities have no or minimal adverse effects on biodiversity in the surrounding environment and, where relevant, contributes to the recovery of ecosystems

4.2 Social component

- The organization respects human and civil rights
- The organization offers decent working conditions to both its own and hired employees and there may be no forced labor, child labor (in accordance with relevant ILO standards), bonded labor or involuntary prison labor
- Employees are not required to pay "deposits" or surrender their identity documents to their employer and are free to leave their employer after reasonable notice
- Employees, without exception, have the right to join trade unions or to form their own trade unions and bargain collectively
- Employee representatives are not discriminated against and have access to their representative functions in the workplace
- The organization contributes to the social development and well-being of the communities in which it operates
- The organization ensures that no one discriminates on the basis of race, gender, religion, nationality or other factors and that persons (from vulnerable groups) are treated equally and fairly
- The organization offers a safe and healthy working environment
- The organization offers equal opportunities through diversity and inclusivity and provides equal access to good education, training and career development

4.3 Governance (Business Ethics) component

- The organization conducts business ethically without bribery, corruption or other fraudulent business practices
- The organization has introduced a transparent system for confidentially reporting and handling human rights violations, physical abuse, sexual or other harassment and unethical conduct, without fear of reprisal against the reporter
- The organization has not recently been subject to fines/prosecutions for non-compliance with business ethics requirements
- The organization has a policy regarding ESG and has appointed a person responsible for this at management level
- The organization promotes social responsibility in the organization's value chain, i.e. together with suppliers, contractors and other business partners
- The organization respects the intellectual and physical property rights of others