

# SUSTAINABLE DEVELOPMENT POLICY

SOLEVO has been operating in Africa for 70 years. Our vision is to be a leader in supporting sustainable growth & welfare in agriculture and chemicals industries. Our values require from us to be conscientious and make a positive contribution to the different communities we operate in.

Therefore, SOLEVO is committed to :

- Conduct its business in a socially and environmentally responsible manner
- Comply with all applicable national laws and regulations as well as Environment and Social industry best practices and international standards such as IFC performance standards, ILO and other relevant standards for each country of operation
- Promote continuous improvement in our Sustainable Development approach

Our Commitment will be based on 6 pillars:

1

## Labor & Human Rights

- Promote Health and Safety at work in all our operations and throughout our supply chain
- Improve diversity, equity and inclusion in particular for women and disabled people

2

## Environment

- Protect biodiversity by supporting local reforestation programs
- Prevent accidental pollution
- Encourage wastes reduction, reuse and recycling
- Reduce our carbon footprint and GreenHouses Gas (GHG) emissions

3

## Management System

- Respect local regulation and promote best sustainability practises
- Integrate international initiatives on sustainable development and ISO certifications

4

## Outreach and Communities

- Ensure training and awareness for the customers and consumers on best practices of storage and usage of our products
- Develop projects for innovative solutions in agriculture & industries
- Support local communities through charitable donations, sponsorships, and volunteering

5

## Sustainable procurement & Product management

- Assess and Audit both international and national suppliers on sustainable development criterias
- Improve customers and products stewardship principles throughout our operations and supply chain
- Proactively leveraging innovative solutions for our products portfolio

6

## Ethics

- Develop best in class practices against corruption, interest conflicts and money-laundering
- Rise confidence between managers and employees
- Transparency on our ESG effort and reportings

This policy must be communicated and respected by all our stakeholders in particular our employees, our customers, our consumers, our suppliers, our subcontractors, our visitors, public authorities and our shareholders.

This policy reflects our values and our commitment to being a responsible company. We will review and update this policy on an ongoing basis to ensure that it remains relevant and effective.

Chief Executive Officer

April 3<sup>rd</sup>, 2023



Joris Coppye

