

ADERCO ENVIRONMENTAL POLICY

Aderco recognizes that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods.

This is achieved through our Integrated Management System that meets the requirements of ISO 14001:2015 including aspects specific to the industry and also ensures our business processes are carefully monitored, measured and controlled to promote a continual improvement in our environmental performance.

Responsibility

Aderco is responsible for ensuring that this environmental policy is implemented, however, all employees have a responsibility in their area to ensure that the aims and objectives of this policy are met.

The environmental policy aims:

- **Compliance:** We will comply with all applicable environmental laws, regulations, permits and other environmental requirements.
- **Prevention:** We will employ procedures and systems designed to prevent activities or conditions that pose a threat to the environment.
- **Communication:** We will communicate our commitment to environmental protection to our employees, suppliers, and customers.
- **Waste Management:** Minimise the amount of waste to landfill through the adoption of the waste hierarchy: ELIMINATE, REDUCE, REUSE and RECYCLE.
- **Business Development:** Ensure that we integrate sustainability consideration in our business decisions.
- **Continuous Improvement:** We will continuously search for opportunities to improve our understanding and adherence to these principals.

Aderco is committed to continual improvement of environmental performance. This Policy will be communicated to all staff, contractors and suppliers, and will be available to the public through selected media.

Nyon, 15/08/2023

CEO

Olivier Baiwir