



# Sustainability Policy

## Scope:

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**Internal stakeholders:**  
Employees and shareholders

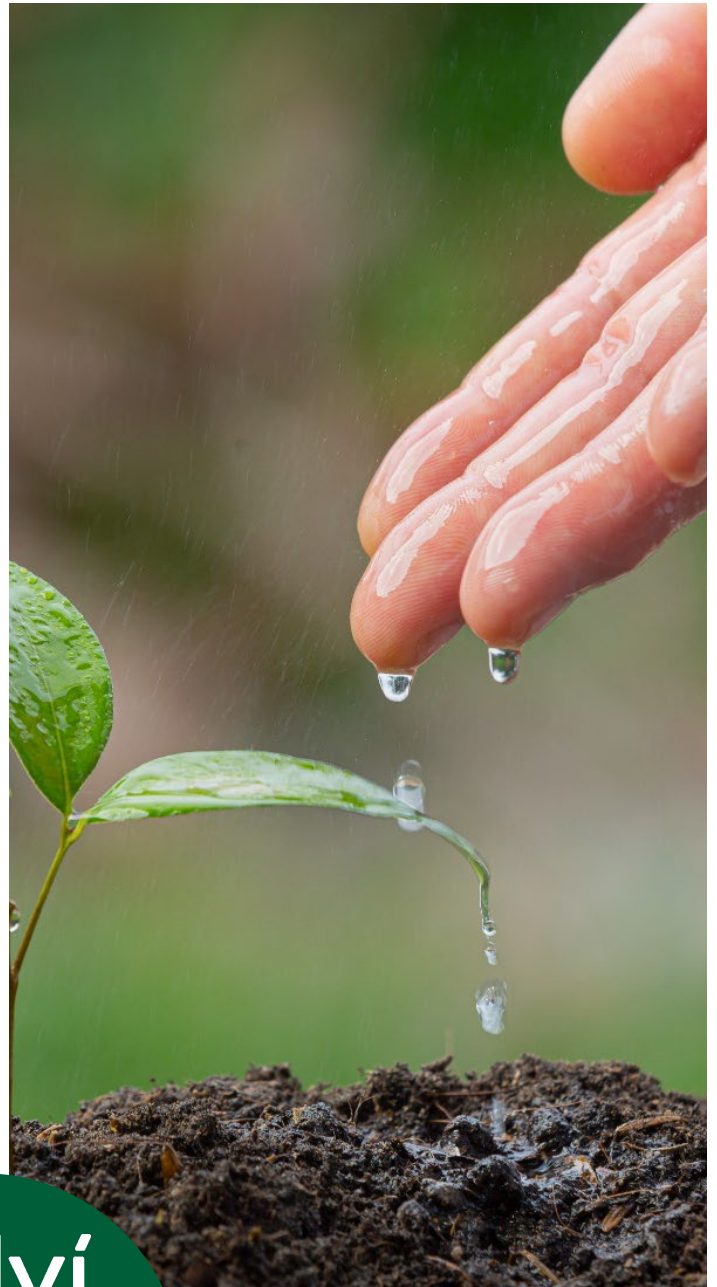
**External stakeholders:**  
Customers, Suppliers, Society  
and Public Agencies

## Objective:

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The Solví Group's Sustainability Policy consolidates the group's values and actions, based on the principles of the MES - Modelo de Empresariamento Solví [Solví Entrepreneurial Model] - and on internal management programs (Sustainable Integrity Program, Contract Management Program, Citizen Partnership with Society Program, and Value Creation Program).

The Sustainability Policy shares the values of the Solvi Group with its stakeholders by ascertaining legitimacy and transparency with our environmental, social and governance commitments.



## Introduction:

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The internal and external actions of Solví Essencis Ambiental SA are guided by the best practices in the ESG (environmental, social and governance) scope.

Protecting the environment goes beyond taking care of managed waste and natural resources. We believe that good sustainability practices are linked to strengthening the communities where we operate, creating jobs, promoting social inclusion, and environmental education. Thus, we seek to leave a trail of wealth generation for society and innovative solutions for our customers.

We also aim to establish lasting, transparent and ethical relationships with our Stakeholders, promoting the professional and civil integrity and strengthening our commitment to sustainability

## Principles:

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To work with responsibility, transparency and legitimacy in communication with Stakeholders, Ethics and Integrity with a focus on achieving the ESG pillars.

## Reference documents:

- MES - Solví Entrepreneurship Model
- Code of Conduct
- Anti-corruption Policy
- Quality, Safety and Environment Policy



# Public commitment:

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**Energy self-sufficiency** - To become self-sufficient in electrical energy for the production processes at our UVSs (Sustainable Value Unit) by 2026.



**Water self-sufficiency** - To become self-sufficient in water management for the production processes at our UVSs by 2026.



**GHG Emission** – To have zero carbon impact when it comes to emissions from fossil fuel use by the group by 2035.



**Businesses that support a circular economy** - To increase by 100% the turnover of businesses aimed at recovering resources and regenerating ecosystems, including post-consumer waste reverse logistics, waste sorting, composting, blending and co-processing, as well such as effluent treatment and private TWM (Total Waste Management) services by 2030.



**Diversity** – Make sure that there is no discrimination of any kind, promote an inclusive and diverse culture for all employees belonging to groups considered as minorities, and build up the social programs of the PPCS.



**Health and Safety** - Constantly improve the group's health and safety prevention culture by propagating this value among all stakeholders



**Zero Bribery** - Handle in a rigorous manner any proven case of corruption involving the Solví Group in its relationship with its stakeholders.

# Guiding strategy:

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Grupo Solví's sustainability strategy is based on the three ESG pillars (Environmental, Social and Governance) and on the twelve themes defined through the materiality matrix, defined by the opinion of internal and external stakeholders.

# Environmental

# Pillar

## Energy



- To optimize energy performance, prioritizing the use of renewable sources in the company's energy matrix;
- To seek sustainable alternatives with greater energy efficiency, reducing the consumption of fossil fuels.

## Water



- Expand the investments for the implementation of technologies that guarantee the units' water security;
- Constantly identify opportunities for innovation and consumption reduction, managing the resource in an efficient way through innovative projects;
- Sustainable use of water, prioritizing the use of rainwater and reuse water in operational processes.

## Climate Change



- To contribute positively to Climate Change mitigation, developing innovative solutions to minimize greenhouse gas emissions arising from fuel consumption in mobile combustion sources;
- To seek sustainable alternatives with energy reuse, reducing greenhouse gas emissions.

## Waste

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- To continue investing in current and new UVSs, focusing on the development of solutions designed for the reuse of resources, such as reverse waste logistics, sorting services, composting, blending and coprocessing, as well as the treatment of effluents and private services of TWM (Total Waste Management).
- To boost and direct efforts to implement circularity in customers and partners, strengthening the performance of the private services arm of TWM (Total Waste Management), providing solutions in line with the principle of Circular Economy, through the recovery of customer waste, contributing to the reduction of waste, optimizing the use of resources and reinserting materials in new production chains.
- To conduct all activities and projects with the utmost respect for the preservation and conservation of the environment, whether when it comes to handling, storage or correct disposal of all residues and wastes.

## Soil preservation

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- To act rigorously within technical aspects, implementing measures that go beyond the legal requirements of environmental licenses according to the procedures established by Grupo Solví, in order to avoid scenarios of soil contamination;
- To communicate to the competent entities and other interested parties any environmental incidents resulting from emergency situations.



# Social

# Pillar

## Health and safety / standards and working conditions



- To promote working conditions that provide a balance between everyone's professional, personal and family life and ensure an environment in which all employees are treated with respect and courtesy, accepting diversity and fighting all kinds of prejudice;
- To maintain and improve a transparent policy for admission, training, promotion and career advancement, committing to promote equal opportunities;
- Guarantee a safe, healthy, and secure work environment, reducing health and safety risks in the performance of activities, harmonizing safe operation and productivity, by training employees, aiming at ELIMINATING hazards and REDUCING risks, through compliance with occupational health and safety programs;
- Continuous improvement and operational excellence of the processes, in order to enhance the performance of the Integrated Management System.

## Community development / local employment



- To contribute to the sustainable development of the communities where the Solví Group is inserted, working so that the projects provide local development and effectively achieve lasting results, empowering the communities as agents of their own transformation, with the establishment of Citizen Partnership with Society (PPCS).
- To adopt and maintain a transparent process for defining social actions, respecting the interests, needs, traditions and values of the communities where it operates.

## Diversity and inclusion



- To respect human and cultural diversity and develop an environment in which all Employees, including third parties, are treated with respect and co politeness, in which people feel respected regardless of their gender, race, color, sexual orientation, gender identity, age, religion, ethnicity or nationality, disabilities, among others.
- Make sure that discrimination is not allowed at all hierarchical levels, making sure that the work environment is free of embarrassment or intimidation, such as threats, blackmail, false testimony, moral harassment, sexual harassment, insults, ridicule, offenses, insinuations, discrimination, whether by race, nationality, gender, sexual orientation, age, religion, social position, opinion, political conviction, function, or any other individual differentiation factor.
- Through the PPCS program, make it possible to strengthen the initiatives of actions focused on the communities located around the UVSs, ensuring the continuity of the conduction of social responsibility and sustainability actions, thus providing environmental education and quality of life actions, and providing support for the socioeconomic development of the regions where the company is located.

## Child labor / forced or mandatory labor



- To repudiate child labor and any form of forced labor that reduces man to the condition of slavery or the equivalent;
- To ensure that our suppliers share the same principles of repudiation.

## Customer satisfaction



- To have a transparent relationship guided by ethical principles, respecting all contractual conditions;
- To guide the companies' performance of Grupo Solví based on the continuous improvement of the quality of services and technological advances, contributing to the elevation of the standards of services provided in the markets in which it operates.



# Governance

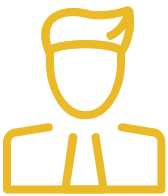
## Pillar

### Bribery & corruption



- Grupo Solví's values and principles, as well as our commitment to ethics, ensure that any form of corruption and bribery is not tolerated. No unlawful act in this regard will be allowed or may be justified to obtain any advantage and/or benefit in favor of Grupo Solví;
- To ensure that every Employee recognizes the forms of offer, promise, concession or gift, so that they can act in accordance with Grupo Solví's policies, as well as so that they do not constitute an attempt to influence or bribe a business partner in order to obtain some commercial or personal advantage.

### Political contributions



- Never campaign or request resources from other Employee(s) from any candidate or political party within the work environment and during office hours or use the environment of the Group companies or resources (equipment, chattel, etc) for this purpose;
- To maintain relationships with authorities, politicians and public agents guided by transparent, professional and ethical attitudes, immediately informing the company's management and/or the Conduct Committee of any form of request or pressure by public agents that do not correspond to these definitions.

## Ethics and integrity



- To strengthen the ethical behavior of all the company's professionals, in the relationship with all interested parties, in the internal and external environment, so that everyone acts guided by the same ethical values and principles;
- To strengthen the reputation, internal and external image, characterizing all its relationships as being guided by the Code of Conduct and Policies for correct, fair, adequate and common good attitudes.

## Whistleblower protection



- To ensure that the mechanisms for consultation and compliance with the expected ethical conduct of employees, suppliers and service providers, as well as the entire Grupo Solví, maintain the confidentiality of complaints, except as required by law;
- To ensure that no adverse action is taken against a bona fide whistleblower and strongly prohibit any retaliatory action against them or anyone who assists in any internal whistleblower investigations.





**solví**

Solutions for life