

## **Working Together for a More Sustainable Future: Environmental Awareness at Hanko**

As part of our internal audit for **ISO 9001** and **ISO 14001**, we want to strengthen our employees' awareness of environmental impact and the role each of us plays in this.

At Hanko, we believe sustainability is a shared responsibility. That's why we actively promote environmental awareness throughout our organization. Below is an overview of concrete actions and best practices that contribute to a more sustainable workplace:

### **Waste Separation & Reuse**

- Use the appropriate waste bins for paper, plastic, residual waste, and organic waste.
- Reuse packaging materials whenever possible.
- Avoid disposable cups and choose reusable alternatives.

### **Smarter Printing**

- Print only when truly necessary.
- Use "double-sided" and "black & white" as the default settings.
- Archive documents digitally via AFAS InSite and Profit.

### **Saving Energy**

- Switch off lights and equipment when leaving workstations.
- Use energy-efficient devices and LED lighting.
- Set screens and devices to energy-saving mode.

### **Sustainable Transport**

- Encourage cycling, carpooling, or the use of electric vehicles.
- Plan routes efficiently to avoid unnecessary kilometers.
- Choose video meetings instead of physical appointments when feasible.

### **Awareness & Training**

- Complete Phished trainings and other internal modules on cybersecurity and sustainability.
- Share knowledge and tips through InSite or during team meetings.
- Report environment-related improvement ideas via the AFAS improvement process.

### **Environmentally Friendly Workplace**

- Use cleaning products with an environmental label.
- Avoid unnecessary use of water and chemicals.

- Keep workspaces tidy and organized to reduce waste.
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## **Communication & Expectations**

We hereby inform all employees about the above measures and expectations. We assume everyone supports and applies these practices in their daily work.

If you have questions or suggestions, please contact the environmental coordinator.

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## **Environmental Policy Statement – Hanko**

At Hanko, we strive for sustainable business operations and take our environmental responsibilities seriously. In line with ISO 14001 and ISO 9001, we declare the following:

### **Framework for Environmental Objectives**

We provide a clear framework for setting and periodically evaluating environmental objectives. These objectives are reviewed annually during management meetings and aligned with our key environmental aspects and compliance obligations.

### **Commitment to Environmental Protection**

We commit to protecting the environment by preventing pollution and embracing environmental responsibilities relevant to Hanko, such as waste separation, energy efficiency, and responsible use of resources.

### **Commitment to Compliance**

We comply with all applicable laws, regulations, and other compliance obligations that apply to our organization.

### **Commitment to Continuous Improvement**

We continuously improve our environmental management system to enhance our environmental performance. We periodically evaluate our processes, objectives, and results, adjusting them where necessary.

We also take into account Hanko's specific context — such as our business activities, the nature of our products and services, stakeholder expectations (employees, customers, suppliers, neighbors, government), and relevant environmental aspects including waste separation, energy consumption, and ADR storage.

Environmental Awareness Statement Hanko Handelmaatschappij B.V.



Every employee contributes to achieving these objectives.

**Together, we make the difference!**