

Global ESG policy

Evac strives to safeguard our planet for current and future generations by providing innovative solutions that advance the circular economy and help conserve life below water. Our ambitious vision is to become the beacon of sustainability in innovative water and waste technologies both on land and sea.

This policy has been developed through an internal process involving several stakeholders. Our sustainability efforts are guided by the 10 Universal Principles on human rights, labor, environment and anti-corruption and the UN Global Sustainable Development Goals that best connect to our operations.

As the globally leading company in its field, Evac commits to continuous actions to minimize our own impact on the environment while enabling our customers to improve the environmental performance of their operations. Our purpose as a company is to unleash the potential of Evac ingenuity to enable a future with no waste. The key lever to achieve this is to continuously improve environmental performance of our products and solutions through product and service innovation. We are conscious of our consumption of resources as well as our emissions to the environment, and we take actions that will reduce the environmental footprint of our own operations.

We at Evac are also looking after the wellbeing, health, and safety of all our colleagues and treat everyone in a fair and respectful way. We will ensure that our employment practices are aligned with local legislation and international standards and beyond that. We commit to fostering a diverse, inclusive, and equitable workplace where all employees feel valued and respected - whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability is.

We maintain appropriate structures and procedures to identify and manage critical business risks. We comply with our Code of Conduct and all relevant local and international laws and regulations. Additionally, we expect our suppliers to comply with our Supplier Code of Conduct. We take pride in ensuring that internal and external reporting is transparent and meets our obligations as a business. We will also publish Group Sustainability Report annually.

Evac CEO and the Board are ultimately responsible for overseeing the implementation of this policy. Responsibility for setting and communicating the Global ESG policy and coordinating the Group's monitoring and reporting processes belongs to the CEO. Senior Management is responsible for implementing the policy and associated action plans for their areas and they are also responsible for reporting on our progress. All employees are familiarized with and responsible for conducting themselves in accordance with the principles of this policy.

Action plans and KPIs are to be developed throughout Evac to support the implementation of this policy and the company ESG program. Progress will be reported to the Board on a semiannual basis and this policy will be reviewed annually by the Board.