

1. Objective and Scope

The HOYER Group, a leading provider of logistics solutions for liquid bulk products in the chemical, mineral oil, gas, and food industries, has been a family-owned business since 1946. We prioritize corporate social, environmental, economic, and governance responsibilities, ensuring sustainability through prudent oversight and governance structures. Our longevity is supported by a strong tradition, culture, and system of values, emphasizing consistency, professionalism, and reliability with all stakeholders.

Our Group Sustainable Management Policy, alongside our Guiding Principles and Core Values, establishes commitments and systems to achieve our global objectives in a rapidly changing industry and global market. The policy outlines sustainability principles to adhere to HOYER's ESG targets by:

- Reducing climate impact.
- Upholding fair labor practices, human rights, and diversity.
- Enhancing local community well-being and collaborating with business partners.
- Ensuring compliance with environmental, social, and governance standards.
- Positioning HOYER as a sustainable business partner and mitigating social and environmental risks.

The policy applies to all HOYER entities, employees, and associated third parties, outlining operational accountability and strategic ownership within the company.

2. Principles of Sustainable Management System

HOYER aligns with the UN's sustainable development goals, focusing on environmental, social, and economic principles. The system encompasses processes, employees, supply chains, and assets, aiming for long-term sustainable business practices. Key elements include:

- Providing necessary resources, information, and training.
- Establishing corporate policies, guidelines, and procedures.
- Extending sustainable practices to key partners and procurement processes.

2.1. Safety, Health, Security & Environment: Safety is prioritized, with a strong culture to ensure secure operations, employee well-being, and environmental protection. Compliance with global standards and responsible handling of goods are emphasized. The SHE Guideline sets minimum standards for safety, health, security, and environmental practices.

2.2. Information Security: IT Policies and procedures ensure data protection, confidentiality, and system integrity. Risks are regularly reviewed, and IT systems are updated to meet emerging needs.

2.3. Quality and Compliance: HOYER commits to high-quality services, meeting legislative, regulatory, and customer requirements. Compliance with ISO standards and maintaining certifications verify this commitment.

2.4. Corporate Social Responsibility: Actions are guided by social and ethical responsibilities, human rights, and fair business practices as stipulated in the Code of Conduct (CoC) and ethics-related policies.

3. Requirements

All management must establish and document processes, provide training, and ensure effective control of information. All incidents and nonconformities are reported and investigated to implement corrective actions. Employees must comply with policies, report unsafe conditions, and managers must take appropriate actions.

Compliance with policies is demonstrated through internal and external audits (e.g. SQAS), and sustainability ratings (e.g., Ecovadis). Key performance indicators (KPIs) measure resource consumption, emissions, pollution, circularity, employee demographics, training, health and safety, compliance, and responsible supply chain management.

4. Roles and Responsibilities

The Executive Board (EB) provides direction and commitment to the policy. The Head of Innovation & Sustainability maintains and updates the policy, ensuring consistency. All relevant parties are responsible for understanding, adhering to, and seeking guidance on the policy.

Björn Schniederkötter (CEO)
Hamburg, August 2024

Dr. Torben Reher (CFO)
Hamburg, August 2024