



Hanseatic Global
Terminals



SUSTAINABILITY **POLICY**

Our sustainability vision

At Hanseatic Global Terminals we define sustainability as a social and environmental commitment to people and the planet. Our goal is to solidify our position as a leading provider of foreign trade services, contributing to sustainable development by facilitating the exchange of goods essential for people's well-being and driving economic and social development in the countries where we operate, thereby creating both short- and long-term value.

In our business model, we strive to meet current needs without compromising the capacity of future generations by integrating environmental, social, and governance (ESG) factors into decision-making and the development of our operations and new businesses, while concurrently ensuring our financial sustainability.

We manage impact by acting ethically and responsibly to maximize positives and minimize negatives throughout our value chain.

Our commitments

As part of our efforts, we have committed to implementing the best sustainability practices and integrating the UN Global Compact principles and Sustainable Development Goals (SDG) into our corporate strategy and to measuring outcomes in order to achieve defined objectives.

We are convinced that to be a successful and profitable company in the long run, we must make sustainability an integral part of our DNA. To accomplish this, we have defined five action areas and related commitments:





Safety is our most important value and we promote continuous improvement of our processes.

- Foster a culture of safe conduct in everything we do and control potential risks to our health and safety.
- Ensure excellence in process execution and delivery of quality services throughout our value chain.
- Establish a comprehensive risk management model to protect the company's value and strengthen the work we do in partnership with our contractors and suppliers.
- Fortify the operating model and incorporate efficient practices through a culture of management and control.
- Promote innovation and digital transformation in our industry.

We ensure the necessary conditions for our employees to **develop to their full potential** on a foundation of constructive labor relations.

- Build virtuous relationships with our employees and contractors through communication, participation, collaboration and approachability.
- Foster equal opportunity in the workplace and non-discrimination in all areas, encouraging a commitment to inclusiveness in the workplace with an underlying respect and value for individual differences to leverage the talent and strengths of each employee.
- Form teams of highly trained, committed individuals by fostering internal talent, training employees and developing their skills.

We join the fight against climate change to **be part of the solution.**

- Implement an environmental strategy focused on: emissions and climate change; circular economy and waste management and water efficiency.
- Develop a culture that protects the environment, motivating our employees, contractors, and suppliers to learn, train, and become leaders in these areas, while also fostering environmental education in communities.

We believe in the value of collaboration and dialogue, and we **promote the development of our communities and the surrounding environment.**

- Maintain free-flowing, transparent communication with our stakeholders.
- Contribute to the prosperity of the communities where we operate, working together to identify the impacts of their activities and needs to coordinate local development initiatives and social investments that contribute to their wellbeing and generate shared value.

We act **responsibly and with integrity.**

- Manage our company by running our operations and making all decisions with integrity, ethics, and transparency.
- Ensure compliance with current legal regulations and other applicable standards and/or commitments made by Hanseatic Global Terminals, making sure to go beyond our obligations.

Everyone at Hanseatic Global Terminals Latam is responsible for complying with this policy.

Approved by the Sustainability Committee on 01/25/2022



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