

Sustainability Policy

Sustainability refers to our commitment as industry leader to meet the needs of today's global supply chains without compromising the ability of future generations to meet their needs. This policy outlines our sustainability ambitions for zero harm to people and minimum impact on the environment, through our operations and the value chain. It is fully aligned with Stolt-Nielsen's (SNL) sustainability ambitions and the results of the materiality assessment of Stolt Tank Containers (STC). It is applicable to all its legal entities global. It covers all employees, contractors, suppliers and business partners.

Occupational Health and Safety

Zero Incidents goal:

- We conduct our business with compliance with international & local laws and regulations, high safety standards and industry best practices.
- We have procedures & management systems in place to prevent incidents and injuries at the workplace, including also substances of concern and substances of (very) high concern.
- We have safety metrics: Total Recordable Case Frequency (TRCF) & Lost Time Injury Frequency (LTIF) and 100% compliant filling grade for transporting ISO Tank Containers.
- We conduct risk assessments, and we conduct internal audits to identify, control, and limit potential risks.
- Stop Work Authority program in place to empower everyone at SNL to intervene and halt any work that appears unsafe.

Environment

Our goals:

Become net zero greenhouse gas (GHG) emissions by 2050 in line with Paris agreement (1.5°C) and the Sustainable Development Goal (SDG)13 by UN on Climate Action. We take the below climate change mitigation and adaptation actions:

- We apply operational energy efficiency, use of renewable energy and biofuels at our depots.
- We offer low carbon transportation activities through optimized routing, intermodal transportation, low carbon fuels or carbon in-setting solutions.
- Our depots (where applicable) have emergency response plans and business continuity plans in place to adapt in extreme weather events.

Reduce our waste and water consumption in line with SDG 12 by UN on Responsible Production & Consumption, towards circularity:

- We re-use water and treat wastewater.
- We minimize solid waste through operational efficiency and recycling.
- We do not allow "deep-well injection" for our waste.
- We use ISO Tank Containers, which are reusable over a 20-year lifespan and 90% recyclable at the end of their lifetime.
- We do not facilitate transport using flexibags to avoid plastic waste generation.

Zero Pollution, zero spills

- We have procedures, management systems in place to mitigate, prevent & control pollution of soil, air, water and sea to minimize impact on people and the environment.
- We strive to procure best-in-class suppliers investing in the newest generation of engines and best available technology (BAT) towards air pollution reduction.



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Labor, Ethics & Human Rights

- We strive for an engaged workforce, with each location at or above the country's benchmarks on sustainable engagement.
- We seek to attract and retain qualified, talented employees.
- We value our employees and treat them with respect.
- We promote equal opportunities, inclusion and diversity.
- We support employees' proper working conditions and psychological wellbeing.
- We comply with SNL Code of Business Conduct which prohibits bribery, fraud, conflict of interest, corruption and money laundering.
- We comply with the SNL Statement of Modern Slavery and Human Trafficking including zero tolerance to child labor and to forced labor.
- We are committed to operate our business as per United Nations Global Compact (UNGC) ten Principles supporting human rights and labor, environmental declarations and anti-corruption convention by UN.
- All our employees can raise concerns about unethical behavior and breach of the code at <https://report.whistleb.com/en/stolt-nielsen>.
- We strive to engage in community initiatives and volunteering on community projects.

We have a Supplier Code of conduct and a Sustainable Procurement Policy. We conduct on-site supplier audits to ensure compliance with health & safety, environmental issues, social practices and human rights and to identify and manage risks with suppliers' impacts.

Our company is audited externally to maintain its quality, safety and sustainability certifications.

We aim to train at least 90% of our employees on health & safety, environmental, labour, ethics and human rights issues bi-annually.

Sustainable Business & Corporate Governance

- We are pursuing partnerships with customers and suppliers to meet our sustainability goals for people, planet and profit.
- We strive to steadily improve our business by offering the highest standards for quality and reliability to the customer, benefiting from our global reach, key supplier network and market-leading scale.
- We ensure our reputation is protected by ensuring good corporate governance including fairness, accountability, responsibility, transparency.
- We engage with stakeholders through our membership of trade association and other sector-specific organisations.

Our company employs sustainability leads and subject matter experts within each of our divisions.

The policy will be reviewed every three years or whenever significant changes occur within the organization by the Director Safety and Sustainability for STC. Any changes will be communicated to the relevant parties.

Rotterdam, October 2025



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