

# **SUSTAINABILITY POLICY**

<b>Sustainability Policy</b>	<b>Version:</b> 2.0
<b>Approver:</b> Executive Board	<b>Approval date:</b> 05/15/2023

## 1. PURPOSE

Ambipar's Sustainability Policy aims to establish principles, guidelines, and responsibilities to be observed in all our processes. Along with other corporate documents, it provides transparency and reinforces our commitments to sustainable development, as well as to our Mission and Corporate Guidelines. The pillars of this Policy include the alignment of Ambipar with the 2030 Agenda; engagement with stakeholders; and commitment to the circular and low-carbon economy.

This document addresses the various topics linked to sustainable development in a broad way, referencing other Policies, Code of Conduct, Manuals, internal documents, and Ambipar's website, where these topics are addressed in more detail and depth.

This Sustainability Policy considers the complexity and breadth of the topics covered, addresses Ambipar's main guidelines (or macro-guidelines) on these topics in its content in the most comprehensive way possible, and guides the path to be followed in the processes developed in all our activities.

## 2. APPLICATION

The Sustainability Policy is a corporate one and applies to the entire Ambipar Group, including all its employees, managers, statutory and non-statutory directors, members of the Executive Board, members of Advisory Committees, members of the Supervisory Board (when applicable), representatives, communities, suppliers, third parties, directly or indirectly related to Group companies, and other stakeholders.

## 3. CAPACITIES AND RESPONSIBILITIES

Ambipar is responsible for providing the necessary means for all its employees and all individuals and groups we interact with to comply with the guidelines established in this document.

### 3.1. Executive Board

It is responsible for directing ESG priorities in the group, promoting a culture based on preservation and regeneration in all its aspects (environmental, social and governance), ensuring transparency, accountability, integrity, ethics, and social responsibility, inside and outside of Ambipar. The approval of this Policy is the responsibility of the Executive Board.

### 3.2. Sustainability Committee

The Sustainability Committee advises the Executive Board regarding the monitoring, evaluation,



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<b>Sustainability Policy</b>	<b>Version:</b> 2.0
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implementation, literacy, and training of this Policy, with support from the Sustainability Board.

### 3.3. Ambipar Group's Business Leadership

All leaders in Ambipar's businesses and departments have the responsibility to practice and ensure the application of these guidelines, ensuring that all actions focused on sustainable development are guided by the following: compliance with national and international legal and regulatory aspects; respect for Human Rights, Ethics and Integrity; environmental preservation; the appropriate use of ecosystem services and natural resources; ensuring the health and safety of our direct and indirect employees; management of our supply chains; circular economy practices; and monitoring and mitigating greenhouse gas emissions (GHG).

## 4. MISSION, VISION, VALUES, AND PURPOSE

*Mission:* To contribute to making companies and society sustainable, preserving the world for future generations.

*Vision:* To be recognized as a global reference in integrated environmental solutions, with customer focus.

*Values:* Believing and making things happen, entrepreneurship, professionalism, innovation, and sustainability.

*Purpose:* "We exist to regenerate Planet A" – Our objective, then, is to strengthen partnerships with agents of transformation that feel like they are a part of this ecosystem, helping us ensure respect, care, and protection, which generates ecologically viable actions for the preservation of life on the planet.

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## 8. SUSTAINABILITY GUIDELINES

Ambipar's Sustainability Policy was built on three main guidelines:

- Ambipar's purpose of preserving and regenerating the Planet;
- The Sustainable Development Goals (SDGs), especially SDGs 12 (Responsible Production and Consumption) and 13 (Combating Climate Change) – the foundations for Ambipar's ambition to lead the transition movement to a circular and low-carbon economy; and
- The main demands and expectations of our stakeholders, collected from structured listening and engagement processes, and organized in the strategic materiality process established in the company.



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<b>Sustainability Policy</b>	<b>Version: 2.0</b>
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Below, we present Ambipar's main guidelines that permeate its sustainable development.

## **8.1. Corporate Governance**

### **8.1.1. Best practices for organizational governance**

Considering the best Corporate Governance practices, dictated by the national and international market, Ambipar adopts a governance model based on transparency, equity, accountability, and corporate responsibility. On the company's website, there are Corporate Policies, Statutes, Codes, and Reports that provide transparency in all its activities. There is also a Corporate Governance Committee that advises the Executive Board on organizational governance issues.

The Sustainability Report is prepared annually, which discusses Ambipar's position on topics focused on ESG (environmental, social, and corporate governance) issues and the main indicators of the group's performance in the reporting cycles. The report is prepared based on globally recognized methodologies, widely adopted in the market, which aim to provide transparency to the way in which the organization allocates its capital to generate long-term value.

### **8.1.2. Combating all forms of corruption**

Ambipar has a steady and well-defined position on issues relating to ethics and integrity in all its areas of activity. Our relationships are based on respect, transparency, and reliability, and we work hard to prevent and combat all forms of corruption, fraud, bribery, and illegality.

The Code of Conduct is an instrument for fulfilling the Group's values and philosophy. It is widely disseminated so that its principles are understood and effectively observed daily by employees and everyone who has a relationship with the Company, maintaining coherence and consistency between what is laid out and what is practiced.

Ambipar maintains the Ethics Channel, a communication tool for receiving internal and external complaints regarding non-compliance with the Code of Conduct, policies, legislation, and regulations applicable to the Group's activities. This reporting can be made via the email address [canaldeetica@ambipar.com](mailto:canaldeetica@ambipar.com) or anonymously via the website [ambipar.com/denuncias/](http://ambipar.com/denuncias/).

Consequence Management Policy.

Our Anti-Corruption Policy describes in more detail the guidelines for preventing all forms of corruption, money laundering, granting of undue advantages and other deviations, complying with the guidelines of Brazilian legislation (Law 12,846/2013 and Decree 11,129/2022) and other rules and regulations.

## **8.2. Our Personnel**

### **8.2.1. Employee Health and Safety**

Taking care of the health and safety of everyone who is a part of the Ambipar ecosystem is a priority.



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In addition to complying with all legal provisions to which we are subject, including the requirements of Standard NBR ISO 45001:2018 – Occupational Health and Safety Management System, to which we are certified, we are constantly working to ensure the highest safety standards in all our business units, always keeping in mind that prevention through process review, training, and monitoring is a priority.

Safety is a non-negotiable in our processes, and everyone's awareness and commitment is essential. Every person must know the specific safety guidelines for the activities they carry out, and they must use the personal protective equipment provided by Ambipar, in accordance with the guidelines described by current regulatory standards and corporate procedures.

### **8.2.2. Diversity, Equity, and Inclusion**

At Ambipar, we offer a favorable and healthy work environment for all our professionals and interested parties, promoting diversity and ensuring equal opportunities without any distinction of characteristics, history, religion, or identity of individuals.

We are committed to hiring, including, and unconditionally respecting all people, especially women, black people, LGBTQIAPN+, people in refugee situations, immigrants, people with disabilities, and other minority groups.

Acts of discrimination of any kind are not tolerated, based on gender, race, religion, sexual orientation, political opinion, origin, class or social condition, nationality, place of birth, age, pregnancy, health status, disability, genetic predisposition, lifestyle, union membership, retirement, disability, or any other individual characteristics. Such acts, when confirmed, are subject to disciplinary measures.

### **8.2.3. Working Conditions and Human Rights**

Ambipar expresses its disapproval of any forced labor or conditions similar to slavery, any form of discrimination and harassment, both moral and sexual, and is committed to respecting freedom of association and collective bargaining.

In alignment with national and international commitments to sustainability and human rights, and as a member of the UN Global Compact, the company works to fulfill the 2030 Agenda and its Sustainable Development Goals (SDGs), including Decent Work and Economic Growth (SDG 8).

Unconditional respect for human rights is guaranteed to all our employees and all individuals who are a part of our ecosystem. We promote good working conditions throughout the supply chain by demanding respect for human rights in the contractual clauses of all our business partners.

We reject any violation of human rights throughout our supply chain and in our relationships with our customers. All direct suppliers are assessed according to social and human rights parameters at the time of hiring, so that they strictly comply with all standards of current labor legislation and do not



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violate any human rights practices, under penalty of immediate contractual termination and other applicable sanctions.

### **8.2.4. Appreciation and Recognition**

We evaluate and recognize the performance of sustainability and meritocracy practices, associated with the guidelines of this Policy, which may reflect on culture, behavior, attitudes, and consequently, variable remuneration or bonuses for different hierarchical levels of the organization.

## **8.3. Our Environment**

### **8.3.1. Circular and Low-Carbon Economy**

AMBIPAR seeks to expand climate change mitigation practices, strengthening its genuine carbon credit generation in its operations. To accomplish this, through the Environment segment, we encourage research and development of new technologies and business models for the treatment/valorization of waste and, thus, to ensure the implementation of reverse manufacturing practices in customer units, our own units and throughout the value chain.

We implement waste recovery and energy efficiency solutions, seeking to understand, prevent, and improve waste management to promote the circular and low-carbon economy market.

### **8.3.2. Energy and Greenhouse Gases (GHG)**

We identify and monitor risks aimed at mitigating and adapting to climate change with GHG reduction and compensation programs in the cycle of services, including transport and logistics, in order to contribute to a strategic management vision of risks and opportunities derived from climate changes. We encourage the use of clean energy, originating from renewable sources, as well as technological innovation in the production and sale of goods and/or services, in order to promote energy efficiency and contribute to reducing emissions.

### **8.3.3. Use of Ecosystem Services and Natural Resources**

We seek to develop actions aimed at reducing waste of energy, water and materials, ensuring the sustainable use of natural resources and priority ecosystem services. We continuously assess potential impacts and risks on biodiversity and ecosystem services throughout our value chain.

We follow the requirements of Standard NBR ISO 14001:2015 – Environmental Management System for which we are certified, which attests to our continuous improvement to our environmental management, adding value to the environment, the organization itself, and interested parties.



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### **8.3.4. Mitigation of Environmental Impacts**

Environmental preservation is in our DNA. We carry out a series of actions that promote socio-environmental issues, not only internally, but also for companies and society as a whole.

Commitment to the environment is intrinsic to our business, given our actions focused on environmental solutions.

Through our Environmental Management System (SGA), we implement procedures to manage the risks and environmental impacts of our facilities and activities, seeking to introduce the best sustainability practices at each stage of our operations.

Our initiatives stand out for aligning environmental preservation with reducing the impacts of climate change, with a focus on contributing to regenerating Planet A.

## **8.4. Corporate Social Responsibility**

### **8.4.1. Responsible community relations**

At Ambipar, we understand that to be agents of sustainability transformation, we need to think about our entire value chain, and not just our business itself. We aim to minimize negative impacts and maximize positive impacts.

We believe in the power of working together, through multi-organizational partnerships (SDG 17). To achieve this, we rely on local cooperatives that help us with circular economy projects and the community surrounding each Ambipar business to multiply knowledge through educational support for children and young people (SDG 4).

Philanthropic donations and sponsorships, duly evaluated and authorized by the Compliance department, reflect our transparent and positive stance towards the community, in order to promote benefits and opportunities for everyone, without any discrimination based on characteristics, history, religion, or identity of individuals.

## **9. CONSEQUENCE RULES**

Deviations from Ambipar's corporate policies may result in appropriate disciplinary measures, permitted under current legislation and internal documents.

## **10. APPROVAL, REVIEW AND UPDATE**

This Policy was approved by the Executive Board and must be reviewed and updated every two years regarding adherence to other Policies, Standards and Procedures or whenever significant changes to the processes are identified.



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The review and update of this Policy is the responsibility of Ambipar's Corporate Governance.

## 11. REFERENCE DOCUMENTS

Code of Conduct

Anti-Corruption Policy

Consequence Management Policy (Under development)

UN Guiding Principles on Business and Human Rights

Declaration of Human Rights

NBR ISO 9001:2015 – Quality Management System

NBR ISO 14001:2015 – Environmental Management System

NBR ISO 45001:2018 – Occupational Safety and Health Management System

Sustainable Development Goals (SDGs)

ABNT ESG Standard

GRI Standards

CVM Integrated Reporting Instruction

SGI – Integrated Management System



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