POLICY STATEMENT

MISSION

Providing creative and integrated logistics solutions for the chemical industry.

The creativity in the provision of logistics services is reflected in the concept of tailor-made solutions for the storage and handling of high-quality chemicals that often generate complex measures for them to be handled properly. The added value that ADPO (Antwerp Distribution and Products Operations) offers is based on the product knowledge gained through experience, flexibility in conceptual thinking and the efficient elaboration of ideas in close cooperation with the customer.

The concept of integral logistics solution means that ADPO offers a one-stop-shop concept in the field of logistics service provision.
In addition to storing and transhipping products in tanks, containers and general cargo in our warehouses, ADPO also takes care of transport, repackaging (including refilling), warming of containers, tank cleaning for road & rail transport, blending of various products and the administrative handling of the respective processes.
This means that ADPO has the in-house resources to offer the integrated logistics process from producer to end-user.

VISION

The future of the ADPO Group's companies is determined by their sustainable professionalism and flexibility, with the interests of the stakeholders being paramount. In addition, the ADPO Group's vision is that it is essential to run a business that operates in a safe, qualitative and environmentally conscious manner, with a healthy social climate and the application of a high level of business integrity, supported by new technologies (digital transformation) in mind. Additionally the ADPO Group commits itself to acknowledge and actively support the Sustainable Development Goals of the UN.

We are one company, one team. One of our strengths lies in striking the right balance between our own responsibility and mutual cooperation; good and transparent communication between all stakeholders is of paramount importance.
That is why we are striving for open dialogue on (food) safety, health and the environment, in which everyone's interests matter and where action is taken.

In addition, the importance of our people and enabling their personal potential in a healthy business environment without discrimination or prejudice prevails. In this respect, we aim to strike a healthy balance between work and lifestyle, which can be interpreted individually for each employee, without compromising business ethics.

ADPO , being a logistics company, has the ambition to operate in a ”carbon smart” fashion, in order to keep its ecological footprint as small as possible and to remain fully in line with the European “Green Deal’ strategy.

Below sustainable development goals (UN) were selected as special focus points for ADPO’s business management.

3. Good health and well being
5. Gender equality
7. Affordable and clean energy
8. Decent work and economic growth
9. Industry, innovation and infrastructure
13. Climate action
17. Partnership to achieve the Goal

Finally, the ADPO Group's philosophy is that a business can only be run in a sustainable manner if a high level of integrity is achieved (business integrity) in which the criteria for combating corruption, bribery, favouritism, unlawful personal enrichment, etc. are clearly laid down.

POLICY

ADPO's Operating Management is also responsible for a continued commitment to quality, safety, environmental awareness, social aspects and business integrity.

Quality:

We strive to achieve **continued improvement** of our **quality management system** in order to maintain a high **customer satisfaction** by consistently delivering services that **meet** the **requirements and expectations of our stakeholders.**

The ADPO group seeks to maintain and/or improve the logistical concept of services with a high added value by working with **measurable objectives**.

Our quality management system describes the **processes** that all members of personnel are required to master and apply. Reporting (potential) **complaints** and **non-conformities** forms an important part of this.

The quality policy is aimed at preventing and improving our key **Critical Control Points** (CCPs); partly as part of the **FCA (Feed Chain Alliance, ex. GMP),** which is also used for food and pharmaceuticals.

Safety, health, well-being and security:

The ADPO group seeks to **enhance** the **awareness** and **behaviour** in terms of **safety, quality and the environment** among all staff and contractors through **awareness raising, training and clear instructions.**

We thoroughly and regularly evaluate all our activities for any **risks** in order to create **a working environment** that fosters safety awareness. The behaviour-based safety philosophy is applied in this respect. This BBS philosophy is also being actively followed on the work floor with the complete elimination of unsafe behaviour and dangerous situations as the final goal.

Accidents will always be subjected to cause analysis for the purpose of providing the necessary **preventive measures** to avoid similar situations in the future.

An absolute zero tolerance **is applied to drugs and alcohol**.

Given the combination of handling hazardous chemical materials and port-related activities, it is essential to constantly strive for **optimum security** according to the **AEO** and **ISPS** guidelines of the ADPO terminals.

ADPO will do whatever is necessary to comply with the **legal (food) safety rules and regulations**. The Best Available Technology Not Entailing Excessive Cost) (BATNEEC) is always used for this purpose

Environment:

In terms of the environment, the ADPO Group guarantees:

Compliance with all the **environmental laws** and rules that apply to the company.

Improving our key **environmental aspects** of air, water, waste, odour, soil, noise and energy, by, among other things, reducing **energy consumption and optimising water re-use**

Communicating with the government, neighbours and/or neighbouring companies regarding environmental questions or complaints.

Incorporating **environmental criteria** into **strategic decisions**.

Social aspects:

The ADPO Group guarantees, above all, a continuous commitment to honest and ethical business operations, which take into account social and individual social aspects.

The company applies a policy based on ethics and honesty towards stakeholders and staff. This means that all transactions are conducted in an open and transparent manner and that the staff are remunerated in accordance with their performance in a market-consistent manner. In addition, all labour laws relating to termination of employment contracts, holiday arrangements, unpaid leave, maternity leave and parental leave, time credit and all other social regulations are strictly followed without exception.

We expect, in return, that each member of staff complies with the social and company-specific standards in terms of loyalty, integrity, ethical behaviour and honesty.

ADPO also provides the opportunity to communicate confidential information (e.g. personal work-related issues, offensive and transgressive behaviour by colleagues and/or executives, fraud detection, bribery, etc.) without the person concerned being adversely affected.

The ADPO Group maintains a climate of open dialogue with staff and stakeholders on individual and social aspects, in which decisions are taken, giving due consideration to the interests of everyone.

Business integrity:

The ADPO Group pursues a policy of "clean hands", whereby employees who are directly involved in financial transactions personally commit themselves to the ethics of business conduct regarding bribery, favouritism and unlawful personal enrichment.

Established violations of ethical codes including fraud, bribery, theft, favouritism, racism, discrimination, etc., will be severely sanctioned by the company and may lead to the immediate termination of the employment contract and/or the initiation of judicial proceedings.

Filip DE DIJCKER
MANAGING DIRECTOR