

# Better Planet Charter

This charter establishes the framework to ensure a better planet for Puratos' employees and stakeholders through effective management of risk and commitment to a culture of caring.



September 2022

## Commitment

In recognition of the need for a **better Planet**, Puratos commits to minimize continuously the environmental impacts generated by our operations and positively impact our value chain, guided by an environmental strategy and robust actions. Our Environmental Sustainability program supports our commitment to:

- **Net-Zero Emissions** in our value chain including scope 3 and, by 2025 be **Carbon Neutral** in our operations (scope 1 and 2) through:
  - Energy efficiency improvement,
  - Use of renewable energy,
  - Removal of atmospheric CO<sub>2</sub> through climate mitigation actions in our supply chain including conservation, reforestation and agroforestry.
- Be **Water balanced** by 2030, taking appropriate actions overtime to:
  - Perform water risk assessment,
  - Mitigate water stress in our direct operations using as little water as possible and ensuring safe water discharge,
  - Mitigate water stress in our value chain encouraging others to improve water performance, supporting public water governance and achieving continuous dialogue with stakeholders.
- **Eliminate waste** in our operations and promoting circular economy to:
  - Reach zero waste to landfill in our operations by 2030,
  - Pack 100% of our products with reusable or recyclable packaging by 2025.
- Ensure **responsible sourcing** of our raw materials to reach category specific targets for 2025 and 2030.
- Providing a highly effective **Environmental Sustainability management** system based on risk mitigation, performance goals and relevant KPIs that empowers our employees and drives continuous review and improvement opportunities.
- Complying with, or exceeding, all applicable **Environmental Sustainability legal requirements** and local, state, provincial and national regulations.

## Participation

Our **Culture of Caring** requires participation of all parties and the individual ownership of the **Environmental Sustainability Program**. To that end, we expect our leaders, managers, employees, subcontractors and suppliers to:

- **Demonstrate this commitment** through compliance with applicable rules and properly identifying, managing and eliminating hazards and reducing risks in the workplace.
- **Engage** in planning and training to enable competency including having the right tools, equipment and controls in place to do the work in a sustainable way.
- **Take action** to stop or refuse work if the work cannot be executed sustainably or if conditions or behaviors on the work activity pose a risk to the planet.
- **Immediately report** Environmental incidents, near-misses, environmental unsafe conditions, and environmental at-risk behaviors; participate in investigations and review findings with appropriate stakeholders to enable implementation of corrective and preventative actions.

## Accountability

We expect **continuous improvement** in our journey toward a better planet, where everyone participates and is committed to Environmental Sustainability excellence. To that end, our leaders, managers, employees, subcontractors and suppliers will be held accountable for their commitment and participation through:

- **Recognition and reward** of those who positively and proactively contribute to excellent Environmental Sustainability performance.
- **Inspections, investigations and reporting** to assess Environmental Sustainability management system application; escalation of high potential findings through Group Environment to leadership to enable appropriate action.
- **Appropriate action** such as coaching or disciplinary measures when expectations are not met.

## Review and Communication

This Charter and associated Sustainability management system will be **reviewed annually** and will be made available to all persons under the control of the company.

**Pierre Tossut**  
Chief Executive Officer

**Cesare Frontini**  
Chief Supply Officer

**Franck Cassé**  
Group Environmental Sustainability Manager