

HAECO Sustainable Development Policy

We adopt this policy because:

- Long-term value creation for our shareholders depends on the sustainable development* of our businesses and the communities in which we operate.
- We wish to excel as corporate citizens.

Our policy:

- *Industry leadership:* We will work with others to promote sustainable development in the industries in which we operate.
- *In our operations:* We will meet or exceed all legal requirements and:
 - Be a good steward of the natural resources and biodiversity under our influence and ensure that all potential adverse impacts of our operations on the environment are identified and appropriately managed.
 - Operate as far as is reasonably practicable in a manner which safeguards the health and safety of all our stakeholders.
 - Strive to be an employer of choice by providing an environment in which all employees are treated fairly and with respect and can realise their full potential.
 - Favour suppliers and contractors who promote sustainable development and encourage the responsible use of our products and services by our customers and consumers.
 - Promote good relationships with the communities of which we are a part and enhance their capabilities while respecting people's culture and heritage

Making it happen:

- We will encourage other companies in which we have an interest as a shareholder or through our supply chain to implement similar policies.
- We will encourage and empower our staff to be proactive on sustainable development matters both at work and in the community.
- We will monitor our performance and report regularly.
- We will review this policy periodically.

* Sustainable Development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. “*Our Common Future*”, 1987 - *World Commission on Environment and Development*.