



Company policy

GreenChem Holding B.V. is one of Europe's largest AdBlue® producers and distributors. It is part of Agrofert a.s. group of companies. The aim of GreenChem Holding B.V. is to bring to its customers a reliable, sustainable and cost-effective supply chain for their AdBlue and industrial Denox needs. This also includes AdBlue® dispensing systems, telemetry management, service and maintenance. The company is committed to complying with sustainability and values according to the recognized globally principles in line with Agrofert Compliance Program, which are: the compliance with legislation, human rights, environmental protection, safety at work and ethical behaviour. To meet its objectives, the company has established and maintains an integrated management system (IMS), which includes a **Quality Management System, Environmental Management System and Occupational Health and Safety Management System.**

The management of the company is committed to the following principles:

1. IMS is an integral part of the business and management philosophy of GreenChem Holding B.V. and reflects our commitment for continuous improvement in all areas, and in particular: achieve and continuously improve quality requirements with minimal impact on health and the environment; protect the environment and prevent pollution; maintain healthy and safe working conditions; prevent injuries and harming of health. The management is committed to providing the necessary information and resources to achieve these objectives.
2. Build a mutually profitable relationship with our customers, ensuring their long-term success, through the understanding of their needs and the needs of their customers as well.
3. Act flexibly and responsibly during all the processes from purchase, transport, production and distribution to after-sales service to ensure customer satisfaction, operational excellence and cost optimization.
4. Create strategic partnerships with our suppliers, producers and logistic service providers.
5. Implement appropriate actions to address any risks and opportunities associated with internal and external issues and meet the needs and expectations of all interested parties. This achieved by an effective communication and consultation with the interested parties and meeting their applicable requirements to optimise the IMS.
6. Implement the principles of social responsibility in our corporate culture. We are committed to respect labour and human rights, protect the environment and the health of our employees. We have aligned economic goals with environmental, safety and social goals. When setting these goals, we also consider the impact of climate changes. All employees have the right for fair and equitable employment and remuneration. We do not tolerate forced, illegal and child labour, we fight against abuse, harassment and discrimination in any form. We encourage all interested parties to report any form of violation of these ethical and social principles on the "Tell us" line.
7. Commit ourselves to sustain, develop and protect the environment in all areas of our business operations.
8. Establish annual quality, environmental and safety objectives at strategic and operational levels within the Company, that will be measured and reported upon at the management review meeting.
9. Develop staff competencies, creativity, empowerment and accountability through appropriate training and development programs. Provide a safe and healthy working environment.
10. Raise awareness about the product quality and safety, importance of complying with occupational health safety principles, impact on the environment and climate changes risks and prevention by continuous training, consultation and information of the employees. Support their participation in planning, managing and controlling of safe and healthy sites.
11. The supply chain is a key contributor to the development and implementation of our Corporate Social Responsibility program. We expect business partners to adhere to our principles and to integrate environmental protection, employee safety, ethical behaviour, human and labour rights principles into their business and production processes, and to advance this initiative in their supply chains.

Breda, February 24th, 2025

Guy Flochlay
Managing Director