

Sustainability Policy

Purpose of the Sustainability Policy

To outline our approach to becoming a more sustainable company. We will constantly draw upon the fundamentals that drive us forward:

- Provide the easiest, fastest, and most flexible customer experience
- Attract and retain high quality, motivated people and develop jobs into careers for all our staff
- Foster a culture of innovation that sets us apart from our competition and constantly strives to improve
- Constantly reinvest in our businesses, assets, and people for long-term growth
- Continuously pursue the reduction of the environmental impact of our businesses
- Abide by our safety commitment of zero harm
- Continually develop initiatives that will ensure the long-term future of STC and the environment in which we operate

This policy provides a framework for STC to meet its collective objectives and is applicable to all STC employees, contractors, suppliers, and other stakeholders to work together in achieving our sustainability goals.

Core sustainability principles

This policy is aligned with the Stolt-Nielsen Limited sustainability objectives and is supplemented by a specific set of core sustainability principles outlined below:

Health and safety

- Health and safety have the highest priority in all STC's activities. We will:
 - Identify potential risks and take measures to avoid, prevent, control, and limit them to create a safe working environment
 - Maintain and enhance a proactive safety culture. To continuously improve all activities with a focus on safety
 - Conduct our business in line with the highest safety standards and best practices
 - Commit to zero harm to our people and the environment

Our people

- STC's Going Further strategy is built around our goal to provide the easiest, fastest, and most flexible customer experience. Our people are an integral part of that vision. We will:
 - Value them and treat them with respect
 - Promote equal opportunities and diversity in all activities
 - Provide a safe and rewarding environment for all our employees
 - Attract and retain qualified, motivated, and high-performing employees
 - Encourage and support our people to share their ideas on how we can continuously innovate and improve

Protecting the environment

- We are committed to reducing our environmental footprint. We will:
 - Responsibly handle our customers' products under our care
 - Use resources efficiently
 - Reduce our energy and water consumption
 - Reduce harmful emissions and minimise the disposal of waste to landfill
 - Explore new and/or alternative processes and technologies to reduce our impact on the environment

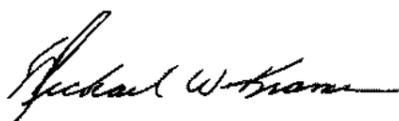
Sustainable business

- STC's financial objective is to deliver long-term profitable growth. We will:
 - Deliver on the growth targets of our strategy whilst promoting sustainability
 - Improve our business by offering the highest quality service to our customers
 - Be the tank container and logistics company of choice
 - Explore new business opportunities with sustainable futures
 - Reduce STC's and our customers' supply chain carbon footprints
 - Promote awareness in our industry of our collective responsibilities to the environment

Social responsibility

- STC will ensure good corporate governance including strong ethics, fairness, accountability, responsibility, and transparency
 - We support and adhere to internationally proclaimed human rights, employ no child labor and support diversity in the workplace
 - We will take measures to comply with all relevant laws, regulations, and company policies, behave with integrity, avoid conflicts of interest, bribery, and corruption

Sustainability is an important part of STC's overall mission. We will regularly conduct internal and external audits, maintain safety and quality management systems, monitor our key performance indicators. Delivering on our commitments keeps us accountable to our sustainability responsibilities



Michael W. Kramer
President, Stolt Tank Containers



CREATE A BETTER FUTURE