

## Sustainability policy of HMEL ISO14001:2015 and OHSAS18001:2007

Honda places the Honda philosophy as the starting point of all business activities. Additionally, by making the pursuit of corporate growth opportunities compatible with the realization of a sustainable society.

The Management Board of Honda Motor Europe Logistics NV is keeping in mind the importance of sustainability during the carried out business in Europe, Africa and the Middle East being all logistics operations for all Honda products:

- Logistics for cars, motorcycles and power equipment
- Purchase, sales and logistics for spare parts for all Honda products
- Sales and logistics of industrial engines
- Paint operation of service parts
- Development and management of information systems

Sustainability is now an integral part of any company's business operation of HMEL, including all HMEL sites in Belgium (Gent and Aalst), Spain, Italy, Sweden, Austria, Poland and UK. A healthy, safe and environmentally responsible workplace and workforce are vital to us. To achieve it, we operate all aspects of our business in compliance with our stated policies and procedures. We also comply with all relevant legislation and other requirements of which the company subscribes as an absolute minimum, aiming to exceed these standards wherever we can. Our sustainability policy is the starting point, supported by company action guidelines that provide direction to our improvement activities and clearly establish our responsibilities.

HMEL will ensure a safe and healthy working environment by building safety into our process and equipment and by achieving the highest level of safety awareness among associates. There can be no production without safety.

HMEL will make every effort to protect the environment from the effects of our logistics and our manufacturing operations and will achieve, by means of continuous improvement, the expectations of society and our local community. To express our commitment to realize our sustainable vision, Honda established 'Blue Skies for Our Children' as a global sustainable slogan.

To achieve this vision, specific attention will be paid to the realization of the following objectives:



- include the consideration of sustainable issues in all business strategies and initiatives
- senior management are committed to ensure that protection of the sustainable behavior is firmly embedded in both, the company's and all employees culture, and will endeavor to influence its suppliers, customers and other stakeholders in a similar strategic sustainable, environmental and safety matters.
- take the necessary measures to prevent environmental pollution, incidents and labor accidents from happening and to improve the well-being of the employees during the execution of their tasks. In order to do so, **prevention** will be approached both structurally as well as systematically.
- take the necessary measures to react on possible incidents in a timely and proper manner.
- identify risks (safety, health or environmental) and set in place objectives and programs to **remove or reduce these risks** and continuously increase safety and environmental performance. **Continuous improvement** is essential for the creation and maintenance of a sustainable, safe and healthy work environment, and also to reduce our impact on the environment.
- make efforts to **minimize our environmental impacts** by recycle materials, conserve resources, reduce greenhouse gas emissions, minimize the use of fossil fuel energy and harmful products/subsidies, increase transport efficiency, reduce the use of packaging material and to minimize and find appropriate methods for waste disposal, having in mind **life cycle approach**.
- **inform** (sub)contractors, transporters and visitors about potential risks (safety and environment) and their duty to comply with company standards. HMEL will promote environmental protection and safety, healthy and sustainable behavior among them.
- hierarchical line will encourage sustainable, environmental, safety and health awareness of associates and will ensure that all personnel receive the necessary **information, instructions and training** to enable them to work in a safe manner and to ensure that the continuous professional development strategy remains core to our business goals.
- have a constructive **communication** with all relevant internal and external involved or interested parties.
- control, maintain and optimize the health, safety and environmental **management systems** in all entities.

The daily care and cooperation of the hierarchical line and each employee must result into the realization of this policy. So HMEL becomes 'a company that society wants to exist'.

This policy will be communicated to all staff and will be available to our stakeholders and the public through the company website.

1 December 2020

Y. NISA  
President HMEL