

A photograph of a modern industrial building with a dark, metallic facade. The word "MAVITEC" is prominently displayed in large, white, sans-serif capital letters on the upper part of the building. The building has large windows and a clean, professional appearance. The background is slightly blurred, suggesting a shallow depth of field.

MAVITEC

POLICY STATEMENT CSR MAVITEC B.V.

CORPORATE SOCIAL RESPONSIBILITY

Mavitec B.V.

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The Mavitec logo, featuring the word "MAVITEC" in a bold, sans-serif font. The letters "MA" are in red, and "VITEC" is in black. The logo is enclosed in a thin black rectangular border.

MAVITEC

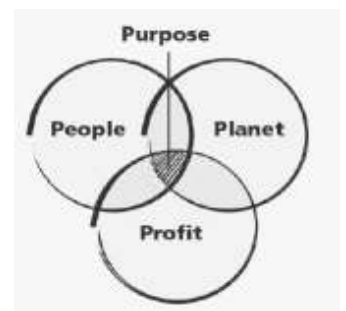


Policy Statement

Corporate Social Responsibility

Vision

For Mavitec B.V. Corporate Social Responsibility is an essential part of our business operations. We are convinced that good business performance is achieved when there is the right balance between **3 P's: Planet, People, Profit** (environment, social and economic performance).



These three pillars form the basic of every decision we make as a company. This means, among other things, that socially responsible products and services are delivered and that natural resources and the environment are used responsibly. Mavitec strives to work according to the requirements and certification standard / norms associated with the Dutch CSR Performance ladder. These criteria form the guideline for our CSR Policy.

In addition, Mavitec's core business supports customers in realizing their CSR policy. Thanks to our technology, customers can act in a socially responsible manner because it is focused on sustainability and contributes in all aspects to the least possible impact on the environment. Thanks to our rendering, gasification and green energy solutions, customers can realize a CSR policy.

The United Nations has drawn up a number of Sustainable Development Goals. Mavitec is currently contributing to the following points:



Positioning

Mavitec specializes in the design, development, production and installation of systems for recycling organic by-products. **Mavitec** is one of the market leaders in the rendering industry and consists of three divisions. Mavitec develops sustainable rendering systems that process animal by-products into high-quality end products for use in the pet food industry, the cosmetic and oleochemical industry, among others. **Mavitec Environmental** offers an innovative gasification system that converts manure into green energy and valuable EcoChar, a fertile soil improver. **Mavitec Green Energy** focuses on food waste & depackaging solutions. These machines process supermarket and restaurant waste and separate the packaging from the organic material, which after this process is suitable for use in biogas installations, among other things. Mavitec is an innovative and flexible organization and distinguishes itself by offering customer-specific customization, from a single machine to a complete factory. Mavitec develops and produces everything in-house, from design to finished product. Sales takes place through sales and service offices worldwide and an international network of agents / representatives.

Mission

Mavitec's mission statement is as follows:

***Creating a better world for future generations
by offering solutions for the processing of organic by-products***

Mavitec converts organic by-products into valuable raw materials that are then suitable for use in other processes. For example, our systems convert animal by-products into valuable proteins for use in animal feed supermarket waste in organic soup for use in biogas installations and manure into a fertile soil improver and reusable energy. Mavitec literally and figuratively extracts everything it contains: recycling optima forma! Our overarching slogan is therefore: Maximize the value of your waste.

Key points of our mission:

- Preventing wastage of potentially useful materials
- Processing waste materials and turning them into new products
- Find and maximize value from by-products material
- Provide complex process solutions in a simple and effective way
- Offer the highest quality and excellent service to make a plant more profitable

Mavitec always works according to the three **EEE** principles when conducting our activities: we do this in the most **Economical, Ecological and Ergonomic** way.

Innovation and collaboration

Mavitec attaches great importance to innovation and constructive partnerships. Collaboration is aimed at developing smart and sustainable solutions that contribute to a better world. Mavitec is a reliable partner that supplies the technology. A better environment or circular economy are central to this. Examples include the development of an insect breeding unit for the production of live larvae (high-quality proteins) for the animal feed and / or aqua feed industry or a gasifier for processing manure and / or sludge. In the scientific field, Mavitec works together with the University of Wageningen (WUR, Wageningen University Research). From 2017, Mavitec has made a budget available for scientific research into the effect of EcoChar, a residue of manure that can be used as a fertile soil improver or as water purification. Follow-up studies are very promising and still in development.

Sustainability and the environment

Mavitec's activities, like all other human activities, affect the environment. However, we feel a moral obligation to minimize negative impacts on the environment. Therefore, environmental care is an important matter for the management team and every Mavitec employee has a personal responsibility for the environment in his or her direct sphere of influence. Mavitec strives for sustainable product development and innovations, purchasing and production processes, consumption, prevention of pollution, sustainable use of raw materials and the stimulation of the reuse of discarded materials. Mavitec's core business is aimed at recycling and contributes in all aspects to the least possible impact on the environment. The pursuit of sustainability is not only reflected in daily activities but in all company decisions: reuse where possible from existing furniture during the company relocation to reuse of boxes when shipped from the warehouse. The business premises are labeled with Energy Label B.

Community involvement: sport and the environment

Mavitec supports various social initiatives in the region, in the form of sponsorship and donations to charities. Initiatives are small-scale and local in character and are aimed at sports and the environment. In addition to sporting purposes such as sponsoring the local football club, we also support, for example, the bee garden, part of the Hortus in Alkmaar.

Human Rights

Mavitec respects the Universal Declaration of Human Rights (UDHR). Mavitec employs a counselor to report any violations. Mavitec products do not involve child or forced labor. Within Mavitec there is freedom of expression.

Code of Conduct

Mavitec values an open, friendly, social business professional corporate culture in which everyone can and may be themselves. Mavitec is an accessible organization that is open to initiatives and ideas from employees. Every employee is an important link in achieving a good end product. A safe working environment is always paramount. In the company rules Mavitec has a code of conduct with special attention to, among other things:

- Respect
- Security
- No room for aggression, violence or sexual harassment

Working conditions & Personnel policy

Mavitec strives for a personnel policy that gives employees the opportunity to develop in line with the needs of the organization. Mavitec ensures good working conditions for its employees in order to guarantee safety, health and well-being. Employees are managed on the basis of trust and competences. Mavitec facilitates ergonomically sound workplaces in the form of standing / sitting desks for every employee and offers, among other things, an excellent pension scheme. In addition to safety, health and well-being, Mavitec considers a good working atmosphere and satisfied employees important. This is reflected in, among other things, an active staff association that organizes events from sport outings to Christmas dinner - and gifts during illness, holidays and birthdays.

Safety

In addition to quality and craftsmanship, safety is a top priority at Mavitec. Safety is everyone's responsibility and the health of our people is most important. The prevention of personal injury, the prevention of material and environmental damage and the continuous improvement of measures in the field of safety and health are

paramount. To this end, Mavitec uses various measures and protocols and resources are available in the areas of, among other things:

- AED available in the building
- BHV (protocol and sufficient emergency response officers present)
- Fire safety
- Risk Assessment / RIE
- VCA (Safety checklist contractors); more than 15 employees have their VCA diploma

Training & Education

Mavitec makes an active contribution to the development of our discipline and the transfer of our specialist expertise. Mavitec needs highly trained technical personnel and trains employees internally to become skilled colleagues. Mavitec is an Accredited Apprenticeship Company and offers pupils and students from various disciplines the opportunity and space to do an internship through practical and graduation internships. The combination of working and learning in a dynamic environment also provides young technicians with a solid basis for the start of their career.

Communication & Transparency

Mavitec holds staff meetings twice a year to report to employees on the current state of affairs and developments within the company. We also inform staff via e-mail, intranet and newsletters.

Act honestly and with integrity

Mavitec is an honest company. Marketing provides honest and complete information that is not misleading in nature. Mavitec has its own public conditions of sale. Customers are informed and encouraged to use Mavitec products in a sustainable way. Mavitec labels its products. In this way we create transparency about the composition of our products. We strive for a high level of service towards stakeholders. Customer data and privacy are guaranteed and Mavitec shows respect for property rights. Disputes are resolved in consultation. Corruption, bribery, manipulation, intimidation and / or threats are not an issue within Mavitec's business operations, as is interference of politics.

Good governance

Mavitec acts conscientiously and is responsible for the products it supplies, respects all applicable laws and regulations and implements these in its business operations and is committed to continuing to meet the requirements of the standards against which it is certified or accredited. Mavitec strives for transparency by communicating about the way in which its performance is evaluated and strives for a good relationship with its stakeholders.

The management of Mavitec declares that this policy, and the agreements and action points arising from it, are announced in the organization and the implementation of this policy is monitored and, where necessary, improved and adjusted.

Heerhugowaard, 22 december 2020

M.J.H. van Heumen
CEO