

# SUSTAINABILITY POLICY

**Vision:** Shared resources simplified.

**Mission:** To lead our markets by being the customers' rental partner of choice, offering the best quality equipment and the highest levels of service from our team of passionate people.

- We are focused on being the most climate and resource efficient rental solutions company.
- We aspire to lead the way in advancing sustainability in the rental industry and mitigate our environmental impact throughout our value chain.
- We lead our company with high business ethics, and continuously improve risk management in all business aspects.

## Customer care

Priority will always be given to our customers' key concerns. Our goal is to contribute to our customers' sustainable productivity by enabling them safe working environment at construction sites, providing digitalized solutions and high-quality rental equipment and services. We help our customers to minimize their climate impact by increasing circularity and offering resource efficient and fossil free alternatives. Our focus is to invest in the most modern, durable technologies. We aim to phase out or limit hazardous substances in our products and operations. We engage and set requirements in our procurement process to lead the way in advancing sustainability. We expect all suppliers and business partners to demonstrate the same high ethical standards as ours.

## Employee care

We offer safe and healthy workplaces for all our employees. Our ultimate goal is zero accidents in all our operations. We are committed to treating our employees in an open, honest and equal way. We promise a diverse and inclusive culture, where all employees of different ages, gender and backgrounds have the same opportunities for development. Our workforce should reflect the diversities of the communities where we operate so we are focused on an unbiased recruiting process, a commitment to fair pay and promotional opportunities. We value competency-based training and support career growth to encourage employees to achieve their full potential.

## Environmental care

We continuously work to mitigate our climate impact by reducing energy consumption, increasing the use of renewable energy and increasing circularity of our products and in operations. We continuously improve the efficiency of logistics and transport. We reduce, reuse or recycle materials, reduce waste and handle hazardous waste properly. For facilities, installations and vehicle fleet we invest in energy efficient products, services and design for energy performance improvement.

## Social care

We respect human rights throughout the value chain. We support the Ten Principles of the United Nations Global Compact in respect to human rights, labor, environment, and anti-corruption. These principles are incorporated into our business and processes. We ensure compliance with laws and regulations within our organization. An active collaboration with our customers, suppliers and other stakeholders is the key to the further development of sustainable rental solutions. Where possible we endeavor to take an active role in the communities we operate in and encourage our employees to contribute to local charity projects.

Sittard, the Netherlands, November 8th 2022



**Pierre Boels**  
CEO Boels Rental