

SUSTAINABILITY POLICY

Growing our organisation in a sustainable manner is something we are fully committed to. Our sustainability framework has three distinct pillars – people, planet, profit – and finding balance within them supports our growth. While economic success is needed to fulfil and further our company’s mission, we believe it exists neither in isolation from – nor is it directly opposed to – the sustainability of people or our planet. True sustainability awaits where the benefits to the environment, society and economics meet.

To support this commitment to sustainability Tchai International B.V. and Tchai USA LLC adhere to the following principals:

- We commit to be in compliance with all applicable EHS and labor regulations. We implement programs and procedures to assure ongoing compliance.
- We are committed to nurturing a positive work environment in which our employees can find job satisfaction, a healthy work-life balance, offering both freedom in their work as well as the opportunity to improve themselves on a personal and professional level. To prevent occupational injuries and illnesses employee health and safety is given a top priority.
- We have established and will continue to implement our accident prevention program. This is specifically designed to prevent activities that pose a threat to human health, safety and the environment.
- We continuously seek opportunities, beyond regulatory compliance, to incorporate pollution prevention and other activities to enhance our sustainability development.
- We will minimize the amount and toxicity of waste generated and ensure the safe treatment and disposal of waste.
- We will manage scarce resources, such as water, raw material and energy, in an environmentally sensitive manner.
- We avoid unnecessary travel by making use of instant messaging, video and audio conferencing, telephone and email.
- We donate a part of our profit to a good cause that is aligned with our sustainability principals.
- We will measure our progress on all above specified principles and document to review our progress yearly.
- We communicate our commitment to sustainability, as well as our sustainability performance to our employees, vendors/suppliers, customers and community. We will solicit their input in meeting our goals and will offer support to meet theirs.

Tchai International B.V. & Tchai USA LLC



Kim Tchai - CEO Tchai International B.V.



Frank Paulus – President Tchai USA LLC