

Introduction

Immontec is a leading expert in immersion technology and monitoring, with over 25 years of experience in civil projects worldwide. We recognize our responsibility to contribute to a sustainable society. This CSR policy (Corporate Social Responsibility) forms the foundation of our commitment to pursuing economic, social, and environmental objectives in a balanced manner.

Vision

We strive for sustainable solutions with a continuous focus on the safety and livability of people and the environment.

Mission

We collaborate with our suppliers, partners, clients, and other stakeholders to create a future where safety, sustainability, and quality are paramount.

Alignment with International Actions for a Sustainable Future

We contribute to the United Nations' Sustainable Development Goals (SDGs).

The world around us is changing at an unprecedented pace. Therefore, we regularly assess which SDGs we can have the most impact on. The latest evaluation shows that SDG 3, 4, 12, and 13 are relevant to our operations and services.



Contributing to health and well-being of project employees by:

- Focusing on sustainable employability;
- Providing flexible work options, both at home, in the office, and on project sites;
- Achieving zero accidents;
- Periodically discussing and learning from near misses and accidents.



Contributing to the quality of education by:

- Offering (graduation) internships;
- Delivering guest lectures about our projects at institutions like colleges and universities;
- Facilitating personal development;
- Creating opportunities for school leavers.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

Contributing to reducing waste, food waste, pollution, and the efficient use of materials by:

- Reusing materials from previous projects where possible;
- Including requirements regarding material sourcing in procurement requests;
- Separating waste both in the office and on project sites;
- Minimizing the use of packaging materials and single-use plastics.

13 CLIMATE ACTION
TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

Contributing to combating climate change by:

- Promoting electric driving;
- Reducing greenhouse gas emissions;
- Focusing on energy savings and renewable energy;
- Making the CO2 footprint transparent and aiming for reduction;
- Compensating for CO2 emissions;
- Including requirements for energy savings, renewable energy, and CO2 compensation in procurement requests.

Our strategy encompasses five main themes – sustainability, ethics & integrity, work environment & social impact, safety & health, and collaboration & partnerships. These theme guide us in developing sustainable solutions for a future-proof tomorrow.

This policy document outlines our ambitions in each of these areas and describes at a strategic level how we intend to achieve these ambitions.

1. Sustainability

We place great importance on sustainability in all our activities. Immontec strives to minimize the impact of our operations on the environment by:

- **Energy efficiency:** applying energy-saving technologies where possible.
- **Sustainable materials:** using environmentally friendly and recyclable materials in the office and on projects.
- **Waste management:** promoting waste separation and reducing (construction) waste.
- **Green energy:** utilizing renewable energy sources where possible.

2. Ethics & Integrity

We always act in an honest, transparent, and ethical manner. Immontec upholds the following principles:

- **Integrity:** we comply with all laws and regulations and expect the same from our partners and suppliers.
- **Transparency:** our communication with clients, partners, and employees is clear and honest.
- **Anti-corruption:** we tolerate no form of corruption, bribery, or unethical behavior within our organization or in collaboration with third parties.

3. Work Environment & Social Impact

Immontec is committed to a safe, inclusive, and respectful work environment.

- **Inclusivity and diversity:** we promote a culture of equality and diversity, where everyone has equal opportunities.
- **Working conditions:** we ensure healthy and safe working conditions for all our employees.
- **Training and development:** we invest in the continuous professional development of our employees by offering training and growth opportunities.

4. Safety & Health

We stand for 24/7 Safe: always working safely, staying safe, and traveling safely. Safe and healthy working are therefore integral parts of the craftsmanship of our employees and those we collaborate with.

- **Transparency:** we take responsibility and discuss safety openly with each other.
- **Instruction:** everyone always receives instructions on safe working. Every employee has the right to stop work if they believe safety or health is at risk.
- **Improvement:** we ensure that we and others learn from our safety experiences and share information to control risks and prevent incidents from recurring.

5. Collaboration & Partnerships

Immontec strives for sustainable relationships with suppliers, customers, and other stakeholders:

- **Responsible procurement:** we select suppliers and partners who share our CSR principles and actively work towards sustainability and social responsibility.
- **Long term relationships:** we aim to build strong and lasting relationships based on trust and mutual respect.

Accountability and Transparency

We regularly monitor and report our CSR performance to ensure our progress. We set concrete, measurable goals for CSR efforts and evaluate them periodically. We encourage our stakeholders to provide feedback on our CSR initiatives so we can continuously improve.

Conclusion

At Immontec, CSR is not an afterthought but an integral part of our operations. We are determined to make a positive contribution to society and the environment. This policy serves as a guide for our actions in the future.



Peter van Westendorp
CEO

This CSR policy is reviewed annually to ensure it remains current and aligned with developments in our industry and society.