



# 2023 Grow Report

GANTRADE GROUP



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# Introduction by our President



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*I am pleased to present our first yearly Gantrade Grow report. I am proud to share the progress we have already achieved, driven by the dedication and collective efforts of our exceptional teams.*

*At the heart of our journey towards sustainability and responsible corporate citizenship lies our commitment to upholding and promoting the Ten Principles of the United Nations Global Compact. Through proactive measures and initiatives, we integrate the principles of human rights, labor, environment, and anti-corruption into our operations.*

*We engage ourselves to not only meet but also exceed the expectations of our stakeholders. Throughout this report, you will witness the impact of our commitment to being a good corporate citizen. This includes safeguarding the environment, protecting health and safety, championing human rights, conducting our business to high ethical standards, and working to make the chemical industry more sustainable.*

*In the pages that follow, you will discover the steps we have already taken to integrate sustainability into our daily business practices, with a specific focus on the past year 2023. Each achievement reflects the teamwork of our diverse talents and the strength of our shared values. We are currently also actively working on developing a materiality matrix to further shape and structure our ESG program. This matrix will serve as a guiding framework, focusing on the most pertinent environmental, social, and governance topics that matter most to our stakeholders and our business.*

*As we embark on this transparent reporting journey, I want to express my gratitude to our colleagues, partners and communities for their continuous support and contributions. Together, we are shaping a more sustainable future and making a meaningful difference in the world.*

*Thank you for joining us on our Grow journey.*

**H. Aaron Parekh, Gantrade President**

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# Highlights 2023



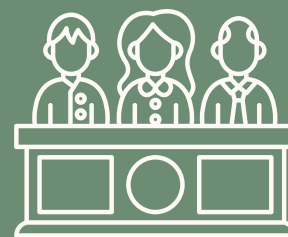
All our offices in the U.S. and Europe have achieved an Ecovadis medal



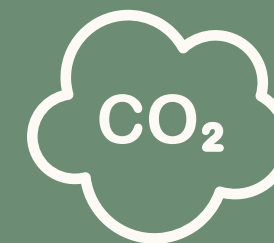
We have been working in close cooperation with our suppliers to start mapping our Scope 3 emissions



All our offices are certified to ISO-9001, ISO-14001, ISO-45001 and / or Responsible Care®



We have established a corporate Sustainability Committee, chaired by one of the owners



We have initiated our baseline calculations for the Scope 1 and 2 GHG emissions for all our facilities



# Gantrade as a Group

## Who we are & What we do

Gantrade Corporation was founded in 1975 in the United States of America with the objective of providing value in the marketing and sales of petrochemicals. For almost 50 years Gantrade has been growing on a global scale, adding new product portfolios and locations in the United States, Europe and Asia. Headquarters were established in Montvale, New Jersey in the United States.

Gantrade is an international chemical supplier and procurement partner in a global supply chain of a broad range of monomers, intermediates, and polymers. We provide technical and logistical support to our customers and suppliers. With nearly half a century of expertise and market intelligence, we have been navigating and adapting to ever-changing markets. This way Gantrade ensures to remain flexible and have the power to adapt to emerging circumstances across the world.

Our global capabilities serve many different markets and specialty sectors such as Coatings, Adhesives, Sealants and Elastomers, Polyurethanes, Rigid and Flexible Foam, Emulsions, Polymers, Plastics and Resins, Construction, Packaging, Automotive, and Textile Industries.

We maintain inventories in strategic locations across the United States, Europe and Asia. Our robust 3rd party network of ocean freighters, rail cars, tanks, product storage facilities, and supporting infrastructure enable us to be an agile and far-reaching supplier to our customers. This integrated network allows us to efficiently source chemicals and polymers from global producers.

**49** *Years of expertise  
and excellence*

**+ 15** *Locations with logistics  
assets worldwide*

**4** *Offices across  
3 continents*

Gantrade China  
1008 Dalian Asia Pacific Finance  
Center - 55 Renmin Rd.  
Dalian, 116001,  
PRC

Gantrade Europe BV  
Blokhuysstraat 47J  
B-2800  
Mechelen,  
Belgium

Gantrade Europe Ltd  
2nd Floor, Mallard Court  
Market Square  
Staines-Upon-Thames  
TW18 4RH, UK

Gantrade Corporation  
210 Summit Ave  
Montvale, NJ 07645  
USA



# Our Commitment

## Championing across our value chain

As an international chemical supplier and procurement partner operating within a complex global supply chain, Gantrade is committed to embracing the principles of Environmental, Social, and Governance (ESG) in all facets of our operations. Our commitment to ESG is not just a philosophy but a fundamental aspect of our business strategy, grounded in Total Quality Management practices that prioritize excellence and continuous improvement across every aspect of our business.

We recognize the importance of collaborative partnerships with our stakeholders in driving sustainability and responsible practices throughout the value chain. By working closely with our customers and suppliers in an open dialogue, we can jointly identify opportunities to improve environmental performance, enhance social responsibility, and strengthen governance standards.



*"At Gantrade, our commitment is to being a responsible, reliable business partner. Our customers can buy from us with confidence that they will get products that are ethically sourced, safely transported and compliant with appropriate regulations."*

**Jim Raper, Gantrade  
Product and Industry Compliance Specialist**

**At Gantrade, we understand that our success is intricately linked to the well-being of the colleagues who form the backbone of our workforce, as well as the customers and communities that surround us.**

Therefore, we prioritize social responsibility by fostering a diverse, inclusive, and safe working environment where every individual is treated with respect and dignity. Additionally, we uphold high standards of governance, ensuring transparency, integrity, and accountability in our business practices.

Reducing our environmental impact is a core focus of our ESG commitment. We recognize our responsibility to minimize resource consumption, mitigate emissions, and promote sustainable practices throughout our operations and supply chain. Through innovation, efficiency improvements, and collaboration with stakeholders, we are dedicated to reducing our carbon footprint and preserving the natural environment for future generations.

Through participation in industry initiatives like EcoVadis and ResponsibleCare®, we are committed to driving positive change, fostering sustainable growth, and creating long-term value for our stakeholders and the planet. Currently we are diligently refining our materiality matrix to further shape and enhance our ESG program. The outcomes of the Gantrade materiality matrix will guide our strategic decisions for sustainability and corporate responsibility. By aligning with stakeholder priorities and applying double materiality, we ensure our initiatives address key environmental, social, and governance concerns.





# Business Conduct



# Risk Management

## Protecting our Stakeholders

At Gantrade, we recognize that every business is confronted with risks. We realize it is of paramount importance to uphold the highest standards of safety and risk management across our global operations. Our priority is to protect our stakeholders, both internal and external. Our dedication to risk management shows in the proactive measures we take to identify, assess, and mitigate potential hazards at every stage of the supply chain.

We adhere to industry laws, regulations and best practices, employing robust policies, procedures and technologies to ensure the responsible handling, transportation, and storage of our extensive range of monomers, intermediates, and polymers. Our offices contribute to the economies of the countries in which they operate and comply with the letter and the spirit of the law.

Furthermore, we are deeply invested in fostering a culture of accountability within our organization, providing ongoing training and resources to empower our workforce to make informed decisions that prioritize safety, security and ethical business practices above all else. Our way of working, including this proactive approach towards risks, is internally audited on a yearly basis within the framework of the ISO certifications our offices achieved across the world.

## Business Ethics

Our dedication to ethical conduct extends throughout our organization, ensuring a fair and competitive marketplace for all stakeholders. We recognize that compliance with business ethics laws and regulations is not only a legal obligation but also a moral imperative. Acknowledging the detrimental impact of corruption and anti-competitive behavior, we have implemented an Ethics, Anti-Corruption and Business Practices policy aimed at mitigating these risks. In 2023, there were no incidents of corruption.

We empower our employees to seek guidance, recognize and express concerns regarding compliance with this policy in order to prevent instances of corruption, anti-trust violations, and monopoly practices. Retaliation against employees who use these reporting mechanisms to raise genuine concerns will not be tolerated.

Conflicts of interest may arise in the course of business and at Gantrade, we are committed to preventing and addressing them effectively. Our policy prohibits employees, officers, and directors from engaging in activities or relationships that could compromise their ability to act in the best interests of the company and its stakeholders. This includes avoiding situations where personal, financial, or other interests may conflict with their duties to the company.







## Cyber Security

The number of cyber threats targeting companies' services and systems have increased significantly over the past few years. Gantrade recognizes the critical importance of cyber security and customer data protection in fostering trust and ensuring the integrity of our services. We are committed to maintaining the security of our people, our facilities, our business information, and the business information provided by our customers, suppliers, service providers, and other stakeholders. Gantrade adheres to all relevant data protection laws and regulations, including GDPR and other local requirements.

We have invested in security technologies and infrastructure to protect our systems from cyber threats and we determine our virtual risks. We understand that employees are the first line of defense in cyber security. Hence, we provide ongoing training and awareness programs to ensure all staff members are knowledgeable about security best practices. Gantrade scores well above the industry benchmark on the phishing security test. This means it will be far less likely that a Gantrade employee will fall victim to a phishing attack. In 2023, no breaches or losses of customer data were reported.

## Product Safety

At our company, product safety stands as the cornerstone of our commitment to our customers. Customers rightfully anticipate products and services to fulfill their intended purposes without compromising their well-being. Gantrade prioritizes transparency by sharing information on potential hazards associated with our products. By fostering open communication, we enable our customers to trust in the safety and reliability of our products.

Central to our commitment of assessing the health and safety impacts of our products, is our practice of issuing detailed safety data sheets. They provide comprehensive information on the safe handling, storage and usage of our products and are generated according to local regulations by our Regulatory & Compliance team. Additionally, we thoroughly adhere to both local and international regulations concerning labeling and packaging. In 2023, we have not identified any non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of our offered products and services.

As part of our supplier onboarding process, we also conduct a thorough product assessment requesting detailed background information to ensure the safety, quality, and compliance of the products we source. Any further pertinent documentation provided by suppliers, such as product specifications and test results, assist us in evaluating the suitability of the products for our customers' needs.





# Our Relationships

## Leadership & Accountability

Leadership and accountability are fundamental pillars that underpin the success and sustainability of any organization. Leadership involves guiding and inspiring individuals or teams towards a common vision, while accountability ensures that individuals are answerable for their actions and decisions.

At Gantrade, our Global Leadership team is driving our business. They hold the responsibility for decision-making and overseeing the management of the organization's impacts on the economy, environment, and people. They provide the vision and direction needed to navigate the challenges of a complex and dynamic business environment. Their input into our company's materiality matrix is of crucial importance. Each policy commitment within the organization, is approved at this most senior level.

Our Compliance & Regulatory department reports directly to leadership concerning compliance with laws and regulations that apply to the organization. In 2023, there were no significant instances of non-compliance with laws and regulations and no fines were applied.

*Gantrade is a highly technical organization that is great at providing solutions, excellent in communications, and a real pleasure to do business with! The entire organization is top class, and the individuals working at Gantrade are the reason why.*

**Gantrade Customer**



## Our Partners

Our relationship, transparency, and trust with our customers and suppliers are key to our success. At Gantrade, we consider our customers and suppliers to be our partners and we are committed to foster strong relationships with them. We are always striving to share knowledge, keep open communications, and work together to achieve mutual benefits.

We monitor customer ratings as a way of assessing our performance as we seek continuous improvement opportunities. Our customers appreciate being made a priority by Gantrade, as we typically are highly rated. In 2023, Gantrade was certified as one of the Top 10 most sustainable suppliers by a customer.

The commitment of our suppliers to quality, reliability, and innovation directly impacts our ability to deliver value to our customers and drive continuous improvement across our entire value chain. Our Supplier Code of Conduct reflects our belief in shared values and principles. Gantrade strives towards being exemplary in terms of sustainable development and we actively engage with our suppliers to exchange ideas, address challenges, and seize opportunities for innovation and optimization.





## Empowering and Engaging

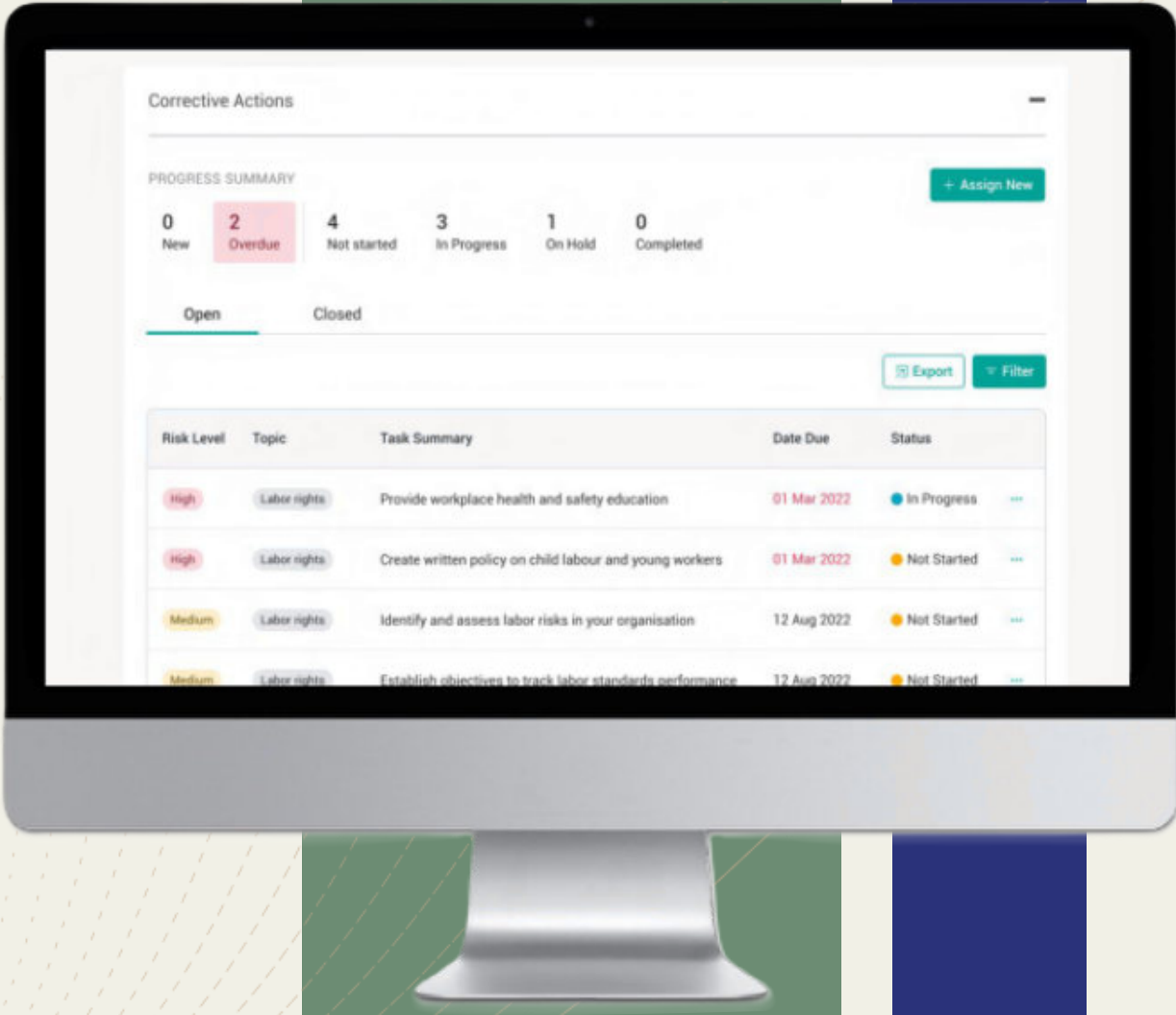
Our approach to supplier evaluation is rooted in fostering strong partnerships built on collaboration and mutual respect. We believe in working closely together with our suppliers, conducting thorough assessments that go beyond metrics to better understand their position, values, and commitment.

Upon the initiation of a new partnership with a supplier, we take the opportunity to inform the supplier of our Quality and Responsible Care policies, as well as our commitment to the Ten Principles of the United Nations Global Compact. As a second part of our supplier onboarding process, apart from a detailed product review, we conduct a formal assessment of our suppliers’ implemented ESG policies and certifications to ensure alignment with our own standards and expectations.

In 2023 Gantrade engaged with a third party to further enhance this evaluation program, providing us with a deeper analysis and better understanding of the ESG risks in our supply chain. Climate impact was identified to be the most significant risk within our supply chain. Recognizing the urgent need for action on climate change, we are dedicated to collaborating with our suppliers to further raise awareness, mitigate greenhouse gas emissions and promote sustainable practices.

Our suppliers consistently demonstrate strong performance in the social surveys, reflecting their commitment to fostering fair labor practices and upholding human rights standards. We value these partnerships and remain dedicated to collaborating with suppliers who share our commitment to social responsibility.

Corrective actions address potential ESG risk areas and are tailored to suppliers' specific survey responses and submitted documents. Through targeted requests, suppliers are tasked with completing actions aimed at enhancing their ESG performance and mitigating associated risks. By aligning corrective measures with suppliers' individual circumstances, we aim to foster continuous improvement and promote sustainable practices throughout our supply chain.





## Industry Associations

We are proud members of several industry associations and voluntary sustainability initiatives that align with our values and commitment to excellence. These partnerships not only demonstrate our dedication to industry best practices but also provide valuable opportunities for collaboration, knowledge sharing, and collective action towards common goals. Together, we strive to drive positive change and make meaningful contributions to our industry and society.

Our worldwide memberships to industry associations include but are not limited to the Polyurethane Manufacturers Association (PMA), the American Chemistry Council (ACC), the Chemical Industries Association (CIA), and the European Petrochemical Association (EPCA). Collaborating with such associations is especially valuable to us as they allow us to stay at the forefront of developments and gain insights into emerging trends in complex regulatory landscapes.

Gantrade is also signatory of the United Nations Global Compact™, a voluntary initiative that encourages businesses worldwide to adopt sustainable and socially responsible policies. Our goal is to align our operations and corporate strategies with their ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption.

All Gantrade offices are evaluated on a yearly basis by Ecovadis™, a leading provider of sustainability ratings and performance improvement tools for global supply chains. In 2023 we achieved three Ecovadis™ labels for our offices in Europe and the United States in recognition of our sustainability performance. In the United Kingdom our office was awarded a Platinum medal in 2023. This result places Gantrade Europe Ltd among the top 1% of companies assessed in the past 12 months.

Our commitment to protecting the environment and health and safety is also reflected in our registration to the American Chemistry Council's Responsible Care™ management system. By joining this program, we have pledged to operate in a safe and sustainable manner. At Gantrade, we require our suppliers to comply as well with the principles of this program via our Supplier Code of Conduct, this includes guaranteeing the quality and safety of products and services, respecting the environment and ensuring a safe and healthy workspace. Companies that participate in the Responsible Care™ program have worker safety rates that are three times better than other companies in the U.S. chemical sector.



WE SUPPORT



RESPONSIBLE CARE™  
Driving Safety & Sustainability





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Social Impact



# Our Colleagues

## Working Conditions

We strive to maintain positive working conditions for our employees, in an effort to increase employee satisfaction and minimize employee turnover. We aim to foster a culture of inclusivity, support, and work-life balance, ensuring that our employees can thrive both personally and professionally.

A healthy work-life balance is essential for overall happiness and productivity. Gantrade is committed to providing the necessary measures to support this balance, including health care plans and wellness programs such as flexible working arrangements.

Recognizing the diverse needs and obligations of our workforce, we prioritize respecting working times and where possible we offer flexible working arrangements, including working from home. Employees are then empowered to tailor their schedules to accommodate personal commitments, family responsibilities, and individual preferences. This flexibility not only enhances job satisfaction but also promotes productivity and creativity by allowing individuals to work when and where they are most focused and energized.

We firmly believe that fair compensation is fundamental to upholding the livelihoods of our employees and their families. Our wage policies are designed to ensure that every member of our team receives compensation that reflects the value of their contributions and enables them to meet their needs.

We regularly review our wage structures to align with industry standards and local cost of living, striving to provide living wages that support financial stability and well-being.

In addition to competitive wages, we offer a comprehensive suite of social benefits designed to enhance the overall quality of life for our employees. These benefits may include offering retirement savings plans and paid time off according to local regulations. We believe in supporting our employees at every stage of their lives. That's why we're committed to provide paid parental leave to all eligible Gantrade employees worldwide.

On a global level we also respect the rights of our employees to freedom of association and collective bargaining. We recognize the value of constructive engagement and collaboration between management and employee representatives in addressing workplace issues and advancing shared interests.



*"In our multinational family, we believe in actively caring for our colleagues, creating a workplace where safety, health, and respect are more than just ideals – they're the cornerstone of our daily interactions. It's about going beyond policies to demonstrate genuine empathy and support for one another, every single day."*

**Gill Dinan,**  
**Gantrade HR Manager**







## Safety & Development

Ensuring the health and safety of our employees is a top priority. The Gantrade activities primarily take place within office environments, without owned and fully controlled manufacturing plants or operational sites with inherent health and safety risks. However we remain steadfast in our commitment to providing a safe and secure workplace for all. We monitor work-related injuries and illnesses and take proactive measures to create a safe working environment for all. In 2023, no reports were made on work-related injuries or illnesses.

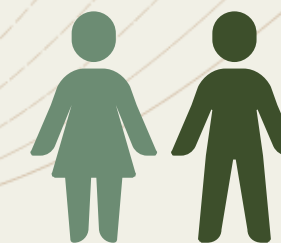
Within our office spaces, we maintain safety protocols and standards to mitigate potential risks and hazards. This includes regular inspections of facilities and workstations to address any potential safety concerns promptly. Our offices are equipped with appropriate safety equipment and emergency response systems to ensure preparedness for unforeseen events. When applicable, we conduct regular drills and training sessions to ensure that employees are well-equipped to respond effectively to situations such as medical emergencies or fire evacuations.

At Gantrade, we are committed to investing in the ongoing development of our employees. Through programs designed to upgrade skills and regular performance and career development reviews, we empower our workforce to reach their full potential and contribute to the success of the company. In 2023, 80% of all employees worldwide have received an official appraisal with a registered form. Our executive management team is firmly dedicated to nurturing a culture of continuous learning and professional growth. Through a vast variety of training initiatives, we aim to equip our colleagues with the knowledge and skills necessary to excel in their roles and contribute meaningfully to our collective objectives. From foundational skills to specialized certifications, we offer a spectrum of opportunities designed to enhance both technical proficiencies and soft skills.

## An Equitable Workplace

Gantrade has offices on three different continents. Embracing diversity not only enriches perspectives but also reinforces creativity and innovation, essential for navigating today's complex global landscape. Therefore, we are committed to fostering diversity, inclusion, and gender equality throughout our organization. Inclusion ensures that every voice is heard, creating a sense of belonging and unlocking the potential of every colleague within the organization.

We recognize the importance of creating a workforce that reflects the rich variety of backgrounds, experiences, and perspectives present in the global community. Globally, Gantrade employed nine different nationalities with a 63% female representation in 2023. In instances where incidents of discrimination are reported, we take swift and decisive action to address them. Our policies and procedures ensure that all employees are treated fairly and with respect, and any violations are investigated and remediated. No reports were made in 2023.



**63% of our employees worldwide are female**

**9**

**9 different nationalities across our workforce**



# Our Value Chain

Respecting human rights, including the rights of indigenous peoples, is fundamental to our business operations. We are committed to upholding these rights in all aspects of our work and take proactive measures to prevent and address any violations that may occur in our value chain. Gantrade is a signatory of the United Nations Global Compact™, and voluntarily adopts socially responsible policies. By aligning with UN principles, businesses demonstrate their commitment to ethical conduct, social responsibility, and the protection of vulnerable populations.

Our assessment process concerning supplier adherence to human rights encompasses a comprehensive review of supplier practices, including due diligence on land acquisition and usage, property rights, and housing conditions. By proactively identifying and addressing risks related to human rights violations, we uphold our responsibility to respect and protect the dignity and well-being of individuals and communities affected by our operations and supply chain activities.

This includes being committed to eradicating child labor and all forms of forced or compulsory labor from our operations and supply chain. We diligently assess the risk of human trafficking and slavery within our supply chain. This assessment comprehensively covers topics such as human trafficking, slavery, child labor and adherence to the US Federal Acquisition Regulation. Through this due diligence process, we identify and address any potential exploitation risks and work collaboratively with our suppliers to ensure we uphold ethical standards. In 2023, no inherent risks of Human Trafficking and Slavery Risk were detected.

We also evaluate supplier adherence to labor rights, assessing the presence of written policies or formal documentation addressing key labor-related topics within our supply chain partnerships. This assessment encompasses critical areas such as wages and benefits, discrimination, harassment, working hours, freedom of association, and occupational health and safety. By ensuring that our partners have robust policies in place, we reinforce our commitment to promoting fair and safe working conditions throughout our global supply network.

In general, we recognize the importance of being a responsible corporate citizen and strive to make a direct positive impact on the communities in which we operate. In 2024, we aim to be implementing a global community engagement and development program, where we identify and try to improve the unique needs of each community.





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# Planet Protection



# Climate Change

## Extreme Weather Conditions

As a responsible chemical marketer and service provider we acknowledge the potential impact of climate change on our operations, supply chain, and the broader environment. Extreme weather events can pose significant challenges to our business operations and supply chain. Prolonged drought conditions can lead to water scarcity, impacting our ability to source raw materials and causing disruptions in our operations. Excessive heat or cold can impact the transportation of goods, leading to delays and higher costs. Severe storms, including hurricanes, typhoons, and cyclones may disrupt supply chains, leading to shortages of raw materials.

We are committed to adopt a preventative approach towards these risks through proactive measures, including stakeholder engagement and supplier diversification. By integrating these preventative measures into our business strategy, we aim to build a more resilient future for our company and the communities we serve.



## Our Impact

Gantrade's environmental footprint is primarily shaped by indirect emissions, that occur as a result of activities of our organization but are not directly owned or controlled by us. With no manufacturing processes to power, the energy consumption of our organization remains significantly low. Our direct Scope 1 and 2 emissions are generated by the operations of directly owned and controlled assets. This includes emissions from our office facility, a limited number of company-owned vehicles, and purchased electricity for our operations.

We diligently track and manage our direct emissions to minimize our environmental impact, and explore renewable energy options where feasible. Currently we are investigating the installation of solar panels at our Belgian office in Europe. This will result in a significant reduction of our Scope 2 emissions. Gantrade also prioritizes energy contracts based on sourcing green electricity and energy-efficient practices within our office spaces. This includes implementing measures such as LED lighting, smart temperature controls, and optimized equipment usage to minimize energy wastage.

While water is a vital resource in various stages of our supply chain, our non-manufacturing operations significantly reduce water usage compared to production-intensive counterparts. We adhere to responsible water management practices, including regular maintenance of facilities to prevent leaks and implementing water-saving measures in our office spaces.



### Scope 3 Emissions

Scope 3 emissions encompass indirect emissions generated by activities outside our direct operational control, including those associated with the production, and transportation of raw materials, as well as the use and disposal of our products. These emissions overshadow our Scope 1 and 2 emissions, accounting for a substantial portion of our overall carbon footprint.

Our indirect Scope 3 emissions primarily stem from upstream activities such as purchased goods, leased assets and transport & distribution. While we may lack direct influence over these emissions, our actions can catalyze meaningful change throughout the supply chain. By engaging with suppliers, advocating for transparency, and implementing sustainable practices, we can drive collective efforts to reduce emissions.

Gantrade evaluates our upstream supply chain partners' performance on critical environmental metrics, including GHG emissions reporting, reduction targets, and renewable energy usage. In 2023, the assessment of our business partners' energy consumption sources revealed that the percentage of energy consumption from renewable sources varied between 0% and 25%. The majority of our suppliers have indicated that, due to various constraints in their respective areas of operation, increasing renewable energy usage is currently not a viable option. While we remain committed to promoting sustainable practices throughout our value chain, we understand and respect the challenges that our suppliers are facing.



### Our Plans for 2024

In 2024, we will continue to collaborate closely with our partners to raise awareness around transparent reporting of emissions data, including product carbon footprint calculations and life cycle assessments. An additional environmental assessment will be conducted to understand the impacts, risks and opportunities related to pollution. This includes assessing potential pollution of air, water, and soil, as well as the presence of microplastics in their operations. By proactively addressing pollution concerns throughout our supply chain, we aim to minimize environmental harm, protect natural ecosystems, and promote sustainable practices among our partners.

We will also upgrade our approach to tracking, managing and reporting our direct Scope 1 and 2 emissions. We are investigating advanced technology and robust data management systems to enhance the accuracy and efficiency of our emissions tracking process. This upgrade will enable us to gain deeper insights into our environmental impact, implement targeted emissions reduction strategies, and provide stakeholders with comprehensive reporting on our progress.



# Circular Economy

## Sustainable Chemistry

Sustainability in the chemical industry has wide-reaching implications, due to its global footprint. This makes sustainability and circular economy particularly important in chemistry, where innovation has the potential to create a cleaner, safer, and more sustainable future. While other industries may have less opportunity to impact the long-term health of our planet, our industry shares an opportunity to improve environmental conditions on a global scale.

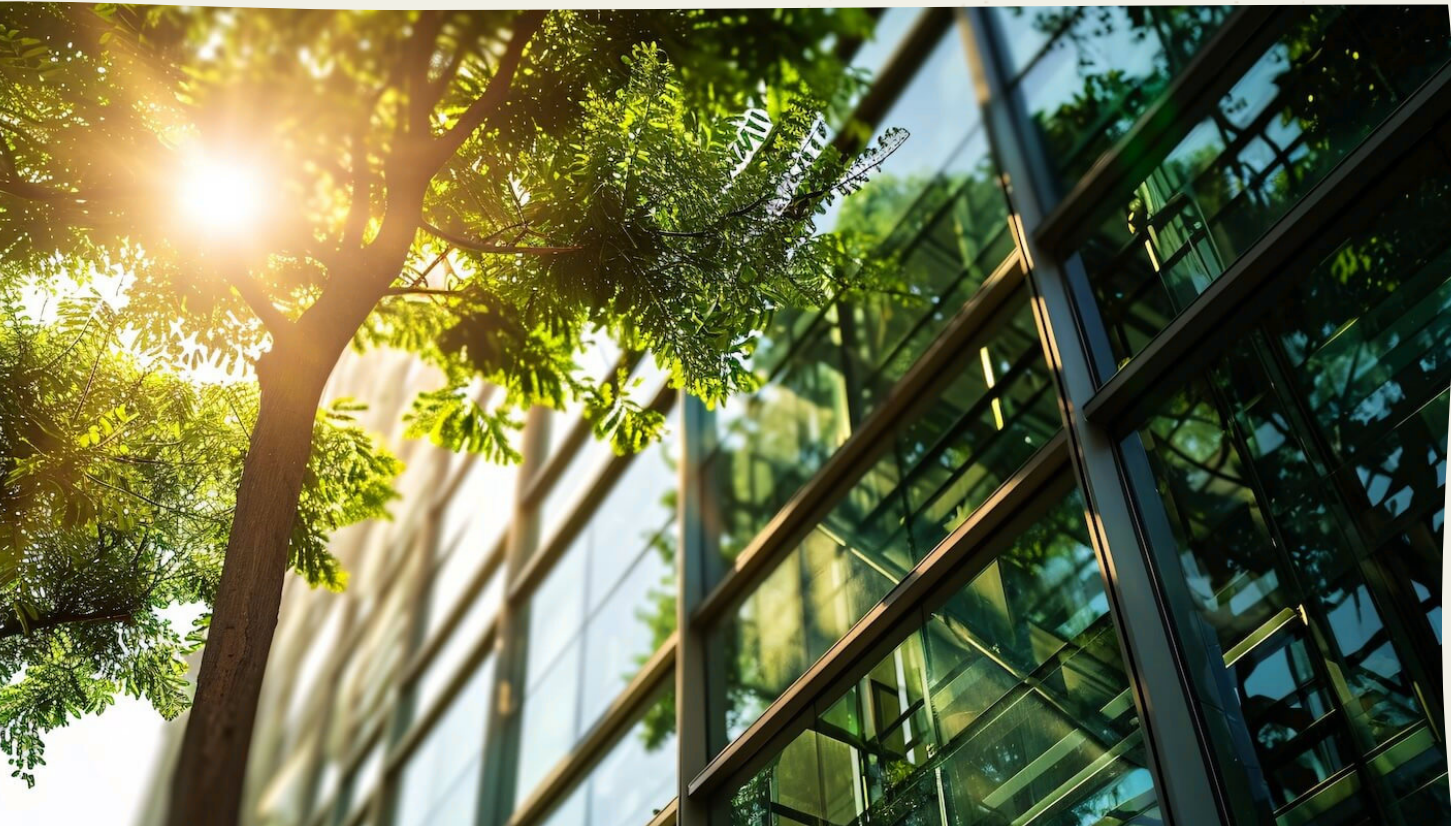
Sustainable chemistry involves efficient, safe, and environmentally friendly chemical products and processes. Gantrade is offering products manufactured with biobased raw materials such as corn or sugarcane due to their substantially lower environmental footprint.

One of these product lines has achieved ISCC+ certification in 2023. Our office in Belgium is certified on an individual level as a trader with storage. Embracing these eco-friendly alternatives reflects our ongoing commitment to sustainability. We acknowledge that despite our intention to expand our portfolio of eco-friendlier products, market demand does not consistently align with our aspirations for expansion.



*“At Gantrade we embrace the concept of circular economy because we recognize that it's not only good for the planet, but also essential for our long-term viability and success. By closing the loop on resources, we can unlock new opportunities for innovation, efficiency, and resilience.”*

**Evy Moortgat,**  
**Gantrade Sustainability Manager**



## Pollution

Gantrade generates minimal amounts of non-hazardous household waste. Most of the waste indirectly generated by our organization is packaging being discarded and recycled in order to fulfill our customers’ delivery requirements. The discarded packaging primarily consists of plastic materials or pallets, waste categories with potential for recycling or repurposing.

Our own activities typically do not result in water, air and soil pollution. However, the industries, part of our value chain, potentially contribute to pollution. The wastewater of production could contain pollutants and may cause harm to local aquatic ecosystems. Additionally, soil may indirectly be polluted through improper disposal of hazardous waste or treated wastewater. Pollutants such as volatile organic compounds (VOCs) pose a challenge as they have the potential to escape and generate air pollution despite preventive measures. We constantly evaluate our activities and products to determine how we can reduce pollution and environmental impact.



# GRI Index

The Global Reporting Initiative (GRI) standards are a set of international guidelines designed to help organizations report on their environmental, social, and governance performance. These standards provide a framework to disclose our sustainability impacts in a transparent and consistent manner.

GRI standard and description	Comments and resources	Reference(s)
2-1 Organizational details	Legal name - Nature of ownership and legal form - Headquarters location - Countries of operation	p. 4
2-3 Reporting period and frequency	Annual reporting	p. 2
2-6 Activities	Identified active sectors and markets served	p. 4
2-6 Value chain	Geographic location of suppliers	p. 4
2-9 Governance structure	Members on the governance body	p. 9
2-12 Highest governance body	Senior executives developing and approving policies	p. 9
2-15 Conflicts of interest	Process to ensure conflicts of interest are prevented and mitigated	p. 7
2-20 Process to determine remuneration	Process for designing remuneration policies and for determining remuneration	p. 13
2-22 Statement on sustainable development strategy	Statement from highest governance body	p. 2
2-27 Compliance with laws and regulations	Total number of significant instances of non-compliance with laws and regulations	p. 9
2-28 Membership associations	Industry associations, other membership associations, and national or international advocacy organizations	p. 11
205-3 Confirmed incidents of corruption	Total number and nature of confirmed incidents of corruption	p. 7
416-2 Incidents of non-compliance	Total number of incidents of non-compliance with regulations (health and safety impacts of products and services)	p. 8
418-1 Breaches of customer privacy and losses of customer data	Total number of identified leaks, thefts, or losses of customer data	p. 8
403-9 & 403-10 Work related injuries & ill health	The number and rate of recordable work-related injuries & ill health	p. 14
403-5 Worker training on occupational health and safety	Occupational health and safety training provided to workers	p. 14
404-3 Employees receiving regular performance reviews	Percentage of employees who received a performance and career development review	p. 14
405-1 Diversity of employees	Percentage of employees per employee category in diversity categories: Gender & Nationality	p. 14
414-2 Negative social impacts in the supply chain	Actual and potential negative social impacts identified in the supply chain: Human Trafficking and Slavery Risk	p. 15
302-2 Energy consumption outside of the organization	Percentage of energy consumption from renewable sources	p. 18