

Trescal

Global Environmental, Social & Governance Policy

Certified by the Ethics Committee

Last revision September 2022

Public document



1. Introduction

1.1 Purpose

At Trescal, we believe that our company must act as part of a global whole. Our mission to provide solutions that improve performance goes hand in hand with maintaining exemplary governance, contributing to a greater society and safeguarding environmental health. Global environmental, social and governance (ESG) considerations are fundamental components of Trescal’s business strategy and support our objectives for long-term performance and sustainability. We commit to protecting our people, neighbors, clients, business assets, natural resources and the environment.

The ESG Policy is based on our Ethics Charter with its commitment to undertaking all activities with integrity. Everyone at Trescal is expected and encouraged to share this commitment and support Trescal’s ESG Policy.

1.2 Scope

This Policy applies to all associates and contractors of Trescal and its affiliates (the “Group”). The policy has been approved and endorsed by the Trescal Executive Committee.

It is aligned with applicable laws and industry codes, such as the international management system standards for environmental protection. Amendments are permitted as required by local law or regulations where requirements are more stringent.

1.3 Roles and responsibilities

Role	Responsibility
Executive Committee	<ul style="list-style-type: none"> • Provides strategic direction for the overall, company-wide management of ESG • Allocates adequate resources to implement ESG across the business • Periodically reviews ESG programs and performance
ESG Committee	<ul style="list-style-type: none"> • Reviews and is consulted in the process of developing, updating and maintaining the Trescal ESG strategy, ESG Policy, global standards and objectives • Demonstrates leadership and champions company values in matters pertaining to ESG
Global ESG	<ul style="list-style-type: none"> • Establishes and maintains the Trescal ESG strategy, governance structure, relevant standards, and supporting tools and required ESG expertise • Provides oversight on the ESG Policy and implementation status and effectiveness • Drives innovation and continual improvement, in part through keeping up with external trends

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	<ul style="list-style-type: none"> • Manages yearly ESG audit process with third party auditor, prepares report
Country Management	<ul style="list-style-type: none"> • Is accountable for ESG country performance and compliance with ESG policies and standards • Ensures adequate resources to meet local ESG objectives • Escalates material breaches of compliance to appropriate leadership and Global ESG

2. Policy

This Policy addresses the principles that Trescal is committed to with respect to environment, society and governance. These principles are core to how we operate and are to be adhered to at all times.



Principle I: We conduct our business in an ethically responsible manner and ensure oversight through proper governance

- Our commitment to compliance with laws and internal requirements is part of our culture and is reinforced through communications and performance indicators.
- Management ensures the implementation of policies and procedures, risk control processes and ongoing monitoring to ensure conformance, as well as compliance with applicable laws and regulations.
- Certification according to recognized global standards is considered best practice.
- Technicians sign the Calibration Test and Measurement Best Practices Charter to ensure their technical commitment.



Principle II: We incorporate ESG considerations in our services

- We ensure that ESG considerations are integrated in the analysis and decision making processes for all of our business dealings.
- We ask that all of our key suppliers comply with our QHSE Policies.



Principle III: We empower our employees to build exceptional career experiences

- We promote and support programs to maintain and improve the physical and mental health and well-being of our employees.
- We provide our employees with safe working conditions and strive to protect them from potential health hazards and injuries. All employees are responsible for reporting unsafe behaviors or conditions.
- We commit to providing equal opportunities in employment and creating a diverse, inclusive and positive work environment free of harassment.
- Employees are expected to act ethically, look out for their colleagues and speak up respectfully through the Integrity Line.



Principle IV: We invest in planetary health

- We drive environmental sustainability by minimizing our impact on climate, energy and waste.
- As a service company, we reduce our carbon footprint most notably through environmentally conscious actions at our sites and for our vehicle fleet.
- We aim to reach carbon neutrality by 2040.



Principle V: We act with integrity

- Trescal stands for technical expertise, commitment, reliability, excellence and respect. We share these values with all of our stakeholders, including our suppliers.
- We stand for equal opportunity and dignity at work for all of our employees.
- We stand against bribery and corruption and comply with all national laws and international conventions as outlined in our Code of Conduct.
- We are absolutely committed to preventing slavery and human trafficking as outlined in our Statement Against Modern Slavery and Human Trafficking.
- External and internal stakeholders commit to speaking up regarding any breach of integrity through our Integrity Line.



Principle VI: We actively contribute to improving the public communities where we live and work

- We invest in local communities in line with our technical strategy, for example science, technology, engineering and mathematics education.
- We create community partnerships that engage our employees through volunteering as well as provide financial support.



Principle VII: We communicate transparently

- We audit ourselves yearly through a third party organization.
- We openly communicate ESG results both through internal and external communications.
- We proactively engage with and seek feedback from internal and external stakeholders, including our employees and clients, and listen to their concerns. We integrate their feedback in action plans for the future.

3. Implementation

Implementation will be periodically checked as part of ESG yearly audits, internal audits with respect to QHSE and as part of routing monitoring of established ESG controls.

4. Breach of this Policy

In alignment with our Ethics Charter, breaches of our policies and guidelines or local laws will result in remedial, corrective or disciplinary actions up to and including termination of employment. Actual or suspected incidents of misconduct should be reported to the Integrity Line. Trescal guarantees non-retaliation and confidentiality, to the extent legally possible, for good-faith reports of such breaches.

5. Abbreviations

Abbreviation	Description
ESG	Environment, Society & Governance
QHSE	Quality, Health & Safety and Environment

6. References, Attachments and Annexes

Code of Conduct and Ethics Charter

Equal Opportunity and Dignity at Work Policy

QHSE Charter

Global Environmental, Social and Governance Policy

Statement Against Modern Slavery and Human Trafficking

Best Practices Charter