



# Enabling essential flows today and tomorrow



Sustainability report

# Content

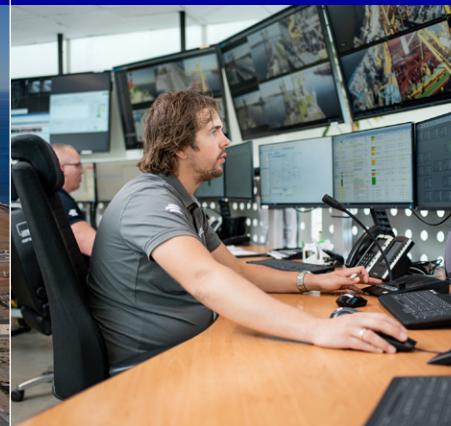
- 3 Introduction
- 5 Foreword of Evos Executive Committee
- 6 Sustainability highlights 2020

## 7 Evos at a glance



- 8 A leading tank storage platform in Europe
- 9 Our terminal network

## 14 A relevant and responsible business partner



- 15 Evos' role in markets and supply chains
- 17 Key milestones and development
- 18 Our commitments and guiding principles
- 19 Our approach to sustainability

## 20 Our sustainability focus areas



- 21 Ensuring safe and secure operations at all times
- 25 Facilitating essential product flows in a sustainable and efficient manner
- 31 Contributing to the transition to cleaner resources and a decarbonised energy system
- 34 Building responsible and ethical supply chains
- 37 Offering equal opportunity and an inclusive work environment

## 41 Sustainability report references

- 42 Stakeholder engagement and expectations
- 44 Materiality assessment
- 45 Evos' contribution to the UN SDGs
- 46 GRI reference
- 48 Glossary and abbreviations

- Content
- Introduction
- Foreword
- Highlights
- At a glance
- Responsible business
- Sustainability focus areas
- Report references



# Introduction

**Evos is an independent logistic infrastructure company active in the storage and handling of liquid bulk products with a presence in key ports in Europe.**

In 2020 the company operated a network of four tank terminals located in the Netherlands (Amsterdam, Rotterdam), Germany (Hamburg) and Spain (Algeciras), with a combined storage capacity of 2.5 million cubic metres. Evos is controlled by the European Diversified Infrastructure Fund (EDIF II) managed by First Sentier Investors (FSI, formerly First State Investments). FSI is a global investment management company with more than 20 years' experience of infrastructure investment. EDIF funds, whose investors are mainly European pension funds, focus on long-term investment in European infrastructure companies.

After establishing Evos as a new tank terminal group in 2019, Evos is proud to present its first Sustainability Report.

For Evos, sustainability means being and staying a relevant, resilient and responsible business partner, a business partner that provides logistic services that are needed for enabling essential product flows in a responsible way – now and in the future. The Evos terminals enable the movement of liquid bulk products to, within and from Europe. Evos ensures a seamless supply chain by offering high-quality storage and handling services for energy and chemical products that are essential to society, providing safe, reliable and responsible product storage and handling services today while contributing to the transition toward a greener future.

Evos has a strong vision and a long-term orientation founded on Environmental, Social and Governance (ESG) principles. Evos is aiming to have an articulated sustainability strategy related to the UN Sustainable Development Goals (SDGs) and in compliance with high ESG standards. Evos management reports regularly to its supervisory board and financial stakeholders about its sustainability strategy and its ESG actions and performance.

**Critical infrastructure enabling flows of products essential for society.**

Content

Introduction

Foreword

Highlights

At a glance

Responsible business

Sustainability focus areas

Report references



## About this report

This Sustainability Report describes the efforts and impact Evos is making on health and safety, the environment, work conditions, contributions to society, and good business conduct. It presents Evos' strategy for building a sustainable business, its targets and performance over time. Case studies provide examples of sustainability initiatives to allow a closer look at what Evos is working on.

The report presents full-year consolidated results for 2020, and 2019 figures where relevant for comparison purposes. It includes data from the Evos terminals in Algeciras, Amsterdam, Hamburg and Rotterdam.

Evos completed the transaction to purchase 100% ownership of the terminals in Amsterdam, Ghent, Malta and Terneuzen on 29 October 2021 with Oiltanking GmbH and 3i Infrastructure plc. Therefore these terminals are not included in this report.

A reference to the Global Reporting Initiative (GRI) standard is included at the end of this sustainability report.

Content

Introduction

Foreword

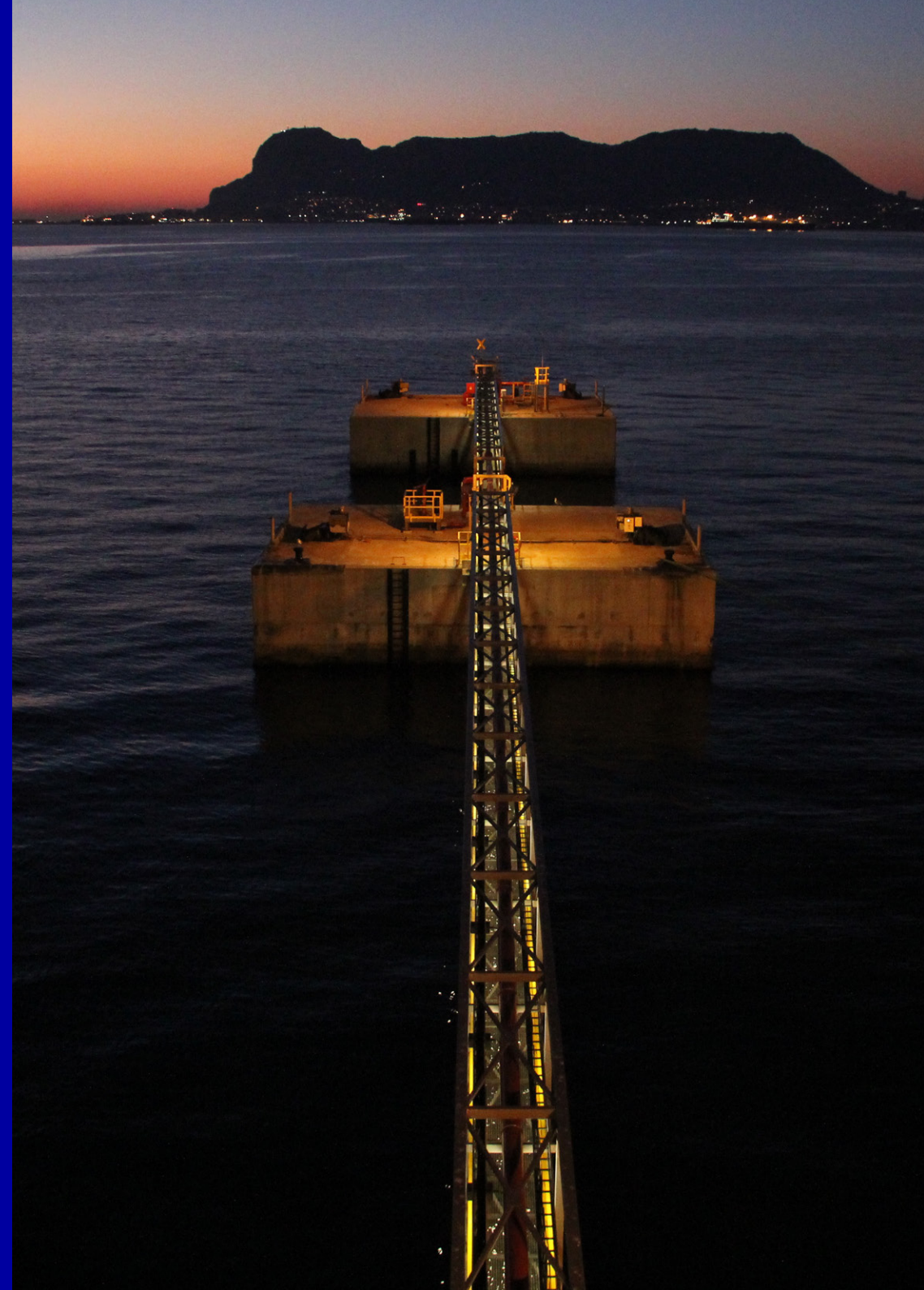
Highlights

At a glance

Responsible  
business

Sustainability  
focus areas

Report  
references





# Enabling essential flows, today and tomorrow

**Running sustainable operations is becoming ever more crucial with rapidly evolving changes in energy and chemical supply chains. With our asset base and capabilities we are ready to be a partner for the supply chains of today and tomorrow.**

As a leading tank storage group present in strategically located ports we combine deep and long-standing industry expertise with the agility needed to stay ahead, which allows us to seize opportunities for our customers and contribute to society's essential needs. Safe and reliable storage and handling of products whilst causing no harm to people and environment has always been our top priority. All of this is only possible with the continuous drive of our experienced and passionate employees.

## **We are an evolving, responsible and multi-faceted company...**

Since we were established in 2019, we have already expanded our company and developed a range of new initiatives to ensure our organisation is fit for the future. In the midst of this journey, we faced the effects of the COVID-19 pandemic, as did so many people and organisations across the globe. Our staff acted with

great endurance and, while focusing on the health and safety of our staff and contractors, we were able to continue our 24/7 operations and fulfil our role as a critical infrastructure operator. We can be proud of the results. We are a truly multi-faceted company with multiple terminals spanning Europe and staff from a variety of backgrounds. With good business principles and common values as a foundation, described in our Code of Conduct. We work together on one mission: providing safe, reliable and sustainable logistic services to customers, enabling flows of products that are essential for people around the world, now and in the future. We grow every day, individually and as a business.

## **... with a crucial role in a changing world**

These are truly important and exciting times to work in an industry like ours. We carry great responsibilities and have various opportunities with our terminals both in the current supply chains we operate in and in new, emerging markets that are developing. The energy landscape is changing, with a greater focus on decarbonisation and energy efficiency. Shifting demand, ambitious government policies and technological developments present new opportunities for responsible

market participants like Evos. Enabling us to utilise our quality assets and comprehensive skill base for storing and distributing the resources of the future too.

As a leadership team we are highly motivated to play an active part in all the changes that are unfolding. With our compelling vision, state-of-the-art infrastructure, a clear sustainability strategy and the creativity and dedication of our highly skilled employees we expect to continue to enable essential product flows and play an important role in the exciting times ahead of us.

Amsterdam, October 2021

Ramon Ernst,  
on behalf of Evos Executive Committee

**Providing safe, reliable and sustainable logistic services today while contributing to a greener future tomorrow.**

Content

Introduction

Foreword

Highlights

At a glance

Responsible business

Sustainability focus areas

Report references

# ≡ Sustainability highlights 2020

Severe personal incidents

0

Severe process safety events

0

CO<sub>2</sub> emission intensity reduction<sup>1</sup>

26%

Customer satisfaction<sup>2</sup>

4.3  
out of 5

New customers

9

New contracts

11

Permit compliance

100%

Employee retention

96%

Females % of new hires

29%

<sup>1</sup> Ton CO<sub>2</sub> emissions per 1,000 m<sup>3</sup> of storage capacity

<sup>2</sup> Customer Survey May 2021

Content

Introduction

Foreword

Highlights

At a glance

Responsible business

Sustainability focus areas

Report references



# Evos at a glance



- Content
- Introduction
- Foreword
- Highlights
- At a glance**
- Responsible business
- Sustainability focus areas
- Report references



## A leading tank storage platform in Europe

**Evos operates critical logistic infrastructure that enables global and regional flows of liquid energy and chemical products for a large number of businesses and end markets. The technical infrastructure of our tank terminals is set up to accommodate a wide range of products that are essential for people across the globe.**

Each of our terminals accommodates a specific set of products and serves a range of international customers, operating in markets for marine and road transport fuels as well as chemicals that we come across in our day-to-day life. The infrastructure and service offering of each terminal are well aligned with market needs and part of our customers' supply chains and trading businesses.

We pursue sustainable growth supported by positive market fundamentals and our unique value proposition combining operational excellence, customer centricity and agility, and a long-term perspective.

Evos is controlled by the European Diversified Infrastructure Fund (EDIF II), managed by First Sentier Investors (FSI, formerly First State Investments). EDIF funds, whose investors are mainly European pension funds, focus on long-term investment in European infrastructure companies.

The Executive Committee is the highest executive body and responsible for day-to-day management. Its members are the Chief Financial Officer and the Managing Directors of each terminal. The Supervisory Board of Evos monitors the Executive Committee. Its members are two FSI representatives and two independent industry experts including the independent Chair.

In 2020, our focus was on the integration of Rotterdam and Algeciras terminals into the Evos group while continuing to provide our critical logistic services in the midst of the COVID-19 pandemic. In October 2021 we took a further step with the closing of the transaction for full ownership of four Oiltanking terminals.

We will continue on our path of sustainable growth; our sustainability strategy is an integral part of our company strategy. The first milestones were achieved with the development of a groupwide sustainability approach, supporting policies and a set of ESG targets. We continue with further CO<sub>2</sub> reduction and energy saving initiatives at all sites. Capacity expansion in Rotterdam is well underway strengthening our position for offering low-carbon storage solutions.



Content

Introduction

Foreword

Highlights

At a glance

Responsible  
business

Sustainability  
focus areas

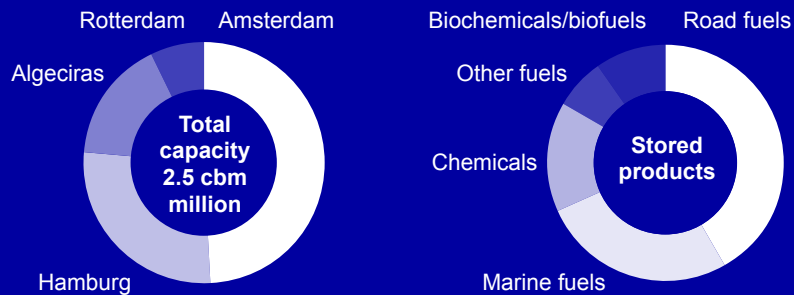
Report  
references



# Our terminal network

Established presence in strategic European trading hubs.

<b>Number of terminals</b>	<b>Total capacity (million cbm)</b>	<b>Tanks</b>
<b>4</b>	<b>2.5</b>	<b>227</b>



## Full multimodal offering



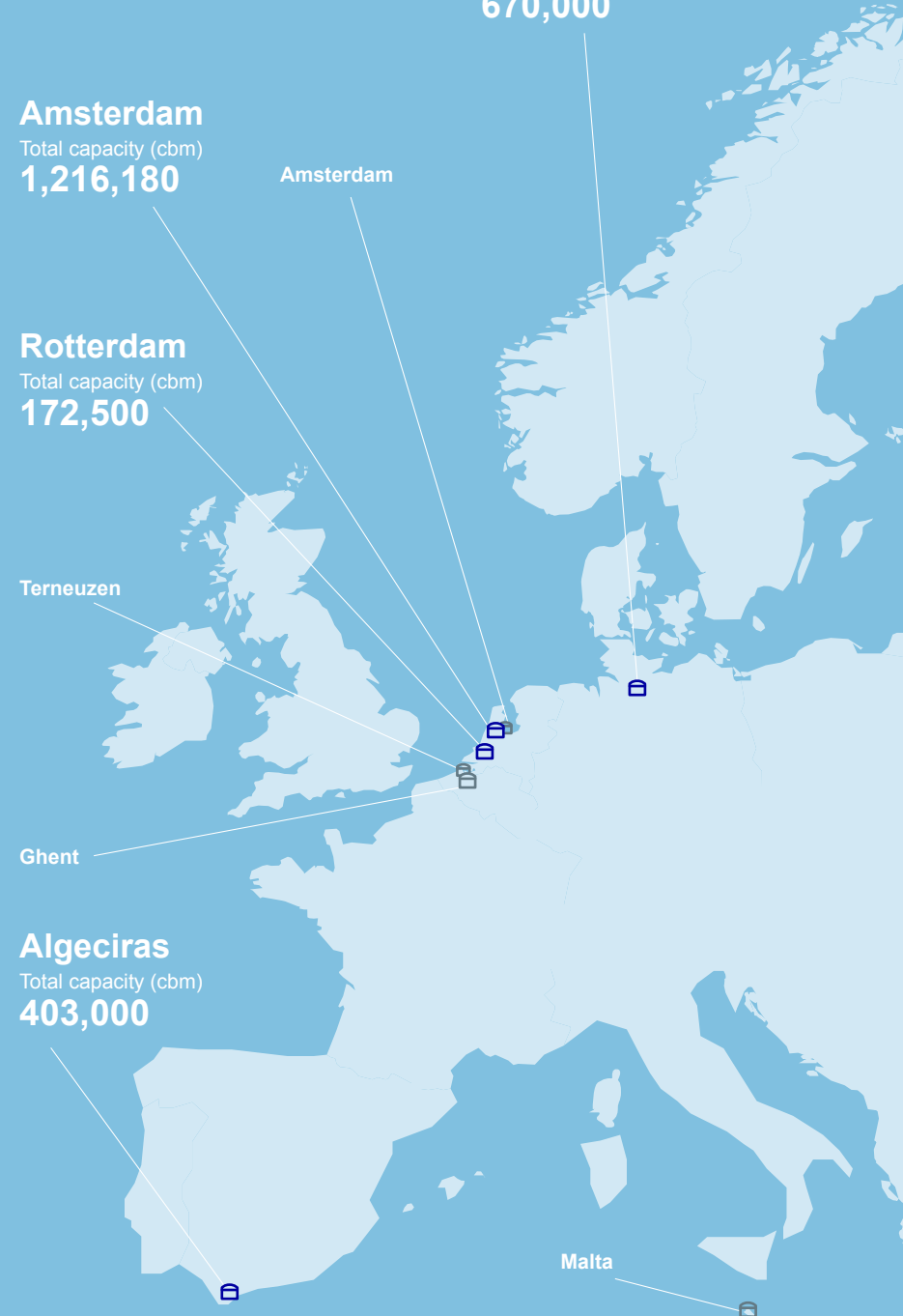
New terminals purchased as of November 2021

**Amsterdam**  
Total capacity (cbm)  
**1,216,180**

**Rotterdam**  
Total capacity (cbm)  
**172,500**

**Algeciras**  
Total capacity (cbm)  
**403,000**

**Hamburg**  
Total capacity (cbm)  
**670,000**



- Content
- Introduction
- Foreword
- Highlights
- At a glance**
- Responsible business
- Sustainability focus areas
- Report references



- Content
- Introduction
- Foreword
- Highlights
- At a glance**
- Responsible business
- Sustainability focus areas
- Report references

## Amsterdam

Total capacity (cbm)

**1,216,180**

# of vessel / barge berths

**14**

# of tanks

**41**

In operation since

**2011**

### Services

Discharging & loading, blending, additivation, butanising, homogenising, loading plan optimisation and customs procedures.

### Location

Port of Amsterdam is Europe's fourth largest port and a key hub for energy transshipment and trading. An ambitious strategy to be a leading port in the energy transition.

### Value proposition

Evos Amsterdam is a state-of-the-art terminal leading in blending services, with strong sea and hinterland access. Automated manifold providing full connectivity, reliability and flexibility.

### Multimodal offering



### Products stored

Gasoline

Diesel / Gasoil





Content

Introduction

Foreword

Highlights

At a glance

Responsible business

Sustainability focus areas

Report references

# Rotterdam

Total capacity (cbm)

**172,500**

# of vessel / barge berths

**4**

# of tanks

**15**

In operation since

**1992**

### Services

Storage, discharging & loading, operational services: blending, mixing, additivation and testing.

### Location

Port of Rotterdam is the largest seaport in Europe, and the world's largest seaport outside of East Asia. Cluster for chemical production with a strong strategy for carbon reduction and renewable energy.

### Value proposition

Prime location with deep-water jetty and direct access to sea and hinterland (rail). Direct pipeline connection with customer. Expansion for renewable products.

### Multimodal offering



### Products stored

Bioethanol

Methanol

Methanol derivatives





- Content
- Introduction
- Foreword
- Highlights
- At a glance**
- Responsible business
- Sustainability focus areas
- Report references

# Hamburg

Total capacity (cbm)

**670,000**

# of vessel / barge berths

**9**

# of tanks

**149**

In operation since

**1953**

## Services

Storage, discharging & loading, blending, additivation, heating and dedicated systems.

## Location

Germany's largest port and leading hub with excellent connections into Central and Eastern Europe.

## Value proposition

Highly competitive and well-established location coupled with a wide range of modes of transport including vessels / barges and rail & highway connection.

## Multimodal offering



## Products stored

Fuel oil	Marine fuel	Diesel / Gasoil
Biofuels	Chemicals	Base oil





- Content
- Introduction
- Foreword
- Highlights
- At a glance**
- Responsible business
- Sustainability focus areas
- Report references

# Algeciras

Total capacity  
**403,000**

# of vessel / barge berths  
**4**

# of tanks  
**22**

In operation since  
**2013**

### Services

Blending, heating, dedicated systems, mixing and additivation.

### Location

Strategically located in the Strait of Gibraltar, the centre of product flows in and out of the Mediterranean and a key marine fuel trading hub.

### Value proposition

Best-in-region blending and segregations infrastructure with high throughput and possibility for intra-terminal trading.

### Multimodal offering



### Products stored

Fuel oil

Marine fuel



# A relevant and responsible business partner

Content

Introduction

Foreword

Highlights

At a glance

**Responsible business**

Sustainability focus areas

Report references



# Evos' role in markets and supply chains

The Evos terminals are essential links between sea, road, rail and pipeline logistics for the movement of liquid energy products and chemicals in and out of Europe. Our terminals are considered critical infrastructure required for the import, export and distribution of transportation fuels, lubricants, marine bunker fuels, biofuels and chemicals.

## Enabling essential flows

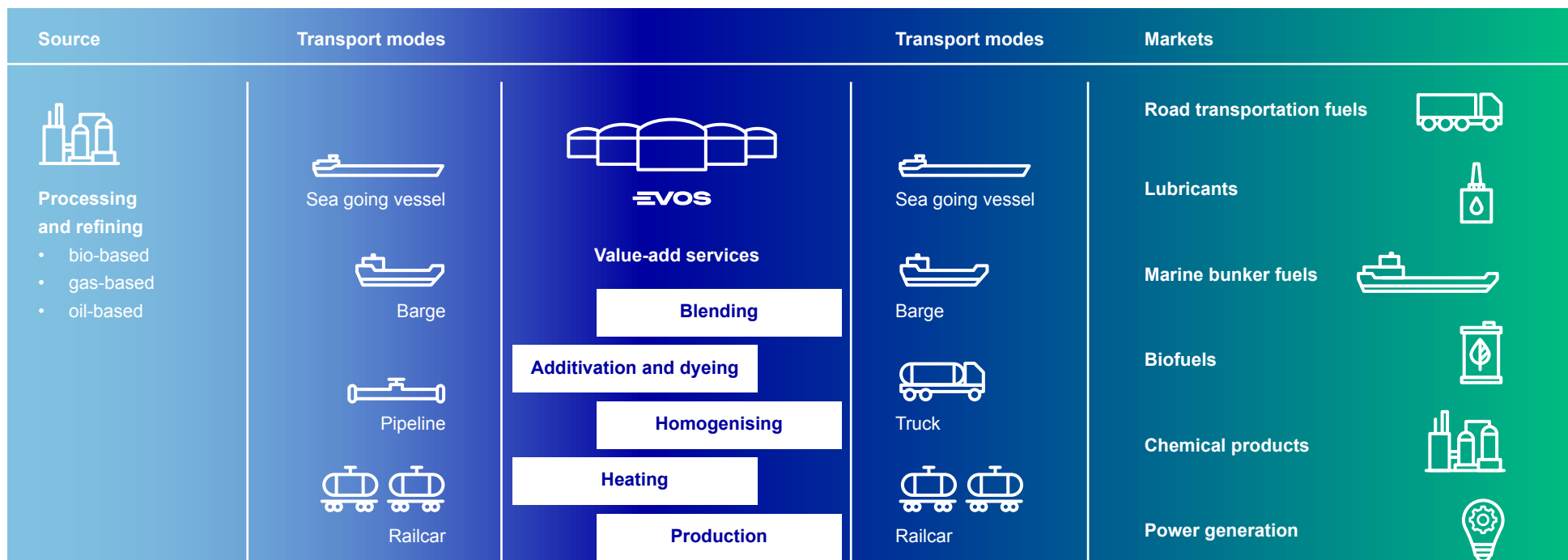
We appear at different stages of supply chains, accommodating base, intermediate or finished products. We provide the infrastructure for storing these products and for transshipping them to a subsequent party in the supply chain.

This is achieved through coordination and cooperation with producers, traders and third-party service providers.

It is Evos' responsibility to ensure that the valuable products of our customers are stored and handled in a safe, reliable, and sustainable manner. Our terminal infrastructure is tailored to the needs of our customers. They often have specific requirements for the products such as heating, blending and mixing, and always expect product receipt and redelivery to be on-time, in the right quantity and on-specification. Most volumes are transported in bulk by ship, but our terminals are also equipped with pipeline connections and railcar and truck loading facilities. Our terminals offer 24/7 unloading and loading operations and related planning and customs services.

In addition to facilitating product storage and movement, some of our terminals are integrated with neighbouring industrial sites or are involved in production activities. For example, in Rotterdam we have deep supply chain integration with customers storing bioethanol and producing derivatives from methanol.

- Content
- Introduction
- Foreword
- Highlights
- At a glance
- Responsible business
- Sustainability focus areas
- Report references



## Contributing to more efficient supply chains

We help our customers reduce the footprint of their products at our premises by collecting and treating product vapours released from tanks, vessels, barges, railcars and trucks. Each terminal operates infrastructure solutions specifically suited to the products stored. We seek to minimise emissions and continue to invest in additional equipment to achieve this.

We are also continuously investing in new technologies that help reduce our own energy usage and emissions. Examples range from advanced vapour recovery units to electric vehicles for our Operations department.

## Remaining relevant due to product imbalances and the energy transition

Our role is helping to balance regional differences between production (supply) and consumption (demand). The growth of the global population and economic growth per capita are forecast to continue to increase demand for energy products and chemicals. Since production and consumption of these products are often taking

place in different geographies, regional imbalances between supply and demand exist and are expected to widen even further. The need for storage and handling of bulk liquids at key locations along the global supply chains will continue to be of crucial importance to balance global supply and demand.

While there will remain a need to responsibly store traditional energy and chemical products in the foreseeable future, the energy transition will provide new opportunities for storing and handling more renewable products. In fact, we believe companies like ours will be needed to build a low-carbon energy system. Our terminals are located in ports that will develop into hubs for new energy production, import/export, trade, distribution and circular activities. Our infrastructure can be directly used or modified to accommodate these new energy products.

Evos has the ambition, competences and investment possibilities to become a frontrunner in new energy markets. We are staying on top of all developments and actively pursue business development opportunities. Together with customers and other business partners we are already diversifying our portfolio with products that have a lower carbon footprint, such as vegetable oil components, HVO and FAME, bioethanol and methanol, and are exploring new energy products like hydrogen.

- Content
- Introduction
- Foreword
- Highlights
- At a glance
- Responsible business
- Sustainability focus areas
- Report references

Diverse product storage ...with full service offering, providing essential blending and heating

**Evos portfolio mix (revenue split)**

Product Category	Color
Road fuels	Orange
Biochemicals/biofuels	Green
Other fuels	Dark Grey
Chemicals	Light Blue
Marine fuels	White

**Value-add services**

Blending

Additivation and dyeing

Homogenising

Heating

Production

**Blending** Different products or grades of products are mixed in one tank, pipeline or vessel, resulting in a new product with specifications / characteristics as requested by the customer.

**Additivation and dyeing** Addition of additives to product or dyeing of product that allows customers to meet multiple product specs through different blends or different market requirements in time.

**Homogenising** Products need homogenising to reach or maintain the same product specifications everywhere in the tank; this can be achieved through product circulation, mixing or by injecting air or nitrogen into the tank.

**Heating** Due to high viscosity certain product groups require heating in order to remain in liquid form.

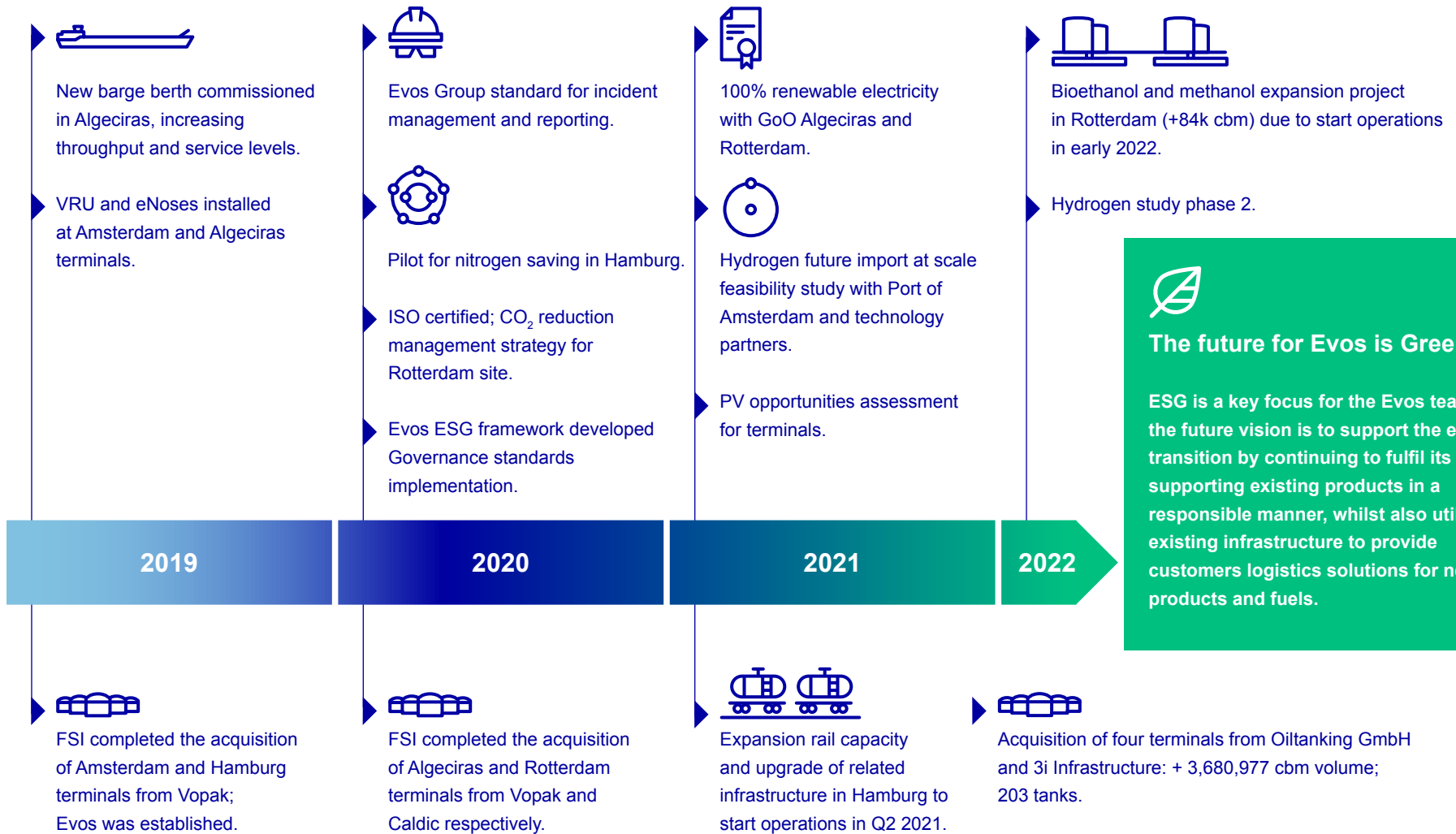
**Production** Production of methanol derivatives, such as formaldehyde on site in Rotterdam, for chemical customers.



# Key milestones and development

## Pursuing sustainable growth

Evos has successfully established a diversified liquid bulk storage platform with solid plans for sustainable growth.



**The future for Evos is Greener**

ESG is a key focus for the Evos team and the future vision is to support the energy transition by continuing to fulfil its role supporting existing products in a responsible manner, whilst also utilising existing infrastructure to provide customers logistics solutions for new products and fuels.

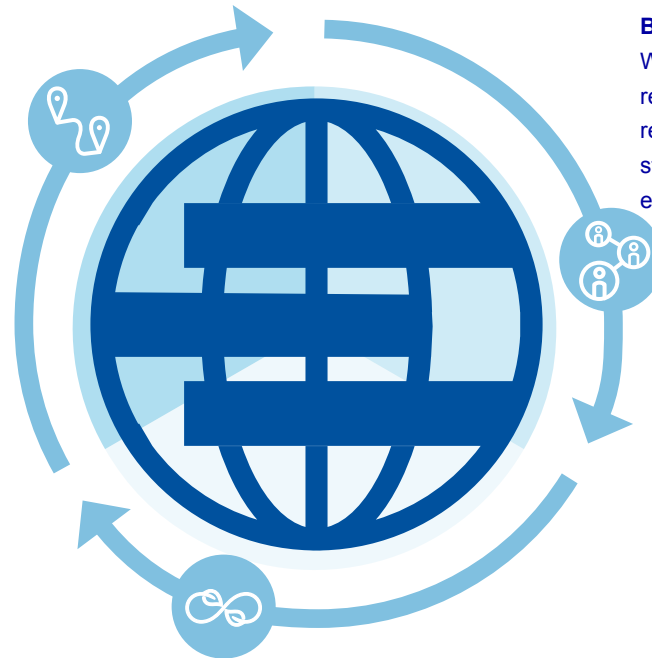
- Content
- Introduction
- Foreword
- Highlights
- At a glance
- Responsible business
- Sustainability focus areas
- Report references

# Our commitments and guiding principles

As Evos we operate critical logistic infrastructure and provide services to enable essential product flows in the most responsible way. We unlock opportunities for our customers in value chains and ultimately help to connect people and resources across the globe, every day. We build our strategy and drive our business on the basis of three commitments:

## Facilitating critical connections

We provide critical logistic connections by leveraging our infrastructure and expertise for storing and handling essential liquid bulk products to seamlessly connect people and resources, now and in the future.



## Building responsible relationships

We build strong and lasting supply chain relationships by collaborating in meaningful and responsible ways with customers and other stakeholders over time, being a reliable partner, and exercising care for people and the planet.

## Delivering flexible and sustainable solutions

We deliver flexible and sustainable solutions by proactively and swiftly responding to changing needs and expectations, helping customers develop their business, and supporting the transition to cleaner, more renewable resources.

## Our Guiding Principles (values)

At Evos we are all motivated by our guiding principles:



**Confidence** – Delivering with reliability and excellence



**Creativity** – Solving challenges by thinking beyond the expected



**Honesty** – Inspiring trust through authentic, transparent communication



**Responsibility** – Caring for each other, our partners, and communities



# Our approach to sustainability

**We believe it is our responsibility to create value for all stakeholders and positively contribute to society at large. Our approach to Sustainability is a path to fulfilling our ambitions and founded on our commitments and guiding principles.**

Acting with care for Health, Safety and the Environment (HSE) has been the foundation of the sustainability approach in our terminal operations. We adhere to the highest HSE standards in our industry. Building on this HSE foundation we have embraced additional ESG objectives leading to a comprehensive sustainability strategy.

We conducted a stakeholder analysis and made a materiality assessment to determine which sustainability topics are most relevant for our stakeholders and where we can contribute most. The outcome are five focus areas on which we are building our sustainability strategy. Each area is addressed in separate sections in this report with objectives, results, case examples, and contribution to the SDGs.

We have set objectives to guide our efforts in each focus area, as well as targets for 2025 and 2030 on safety, CO<sub>2</sub> emission reduction and renewable energy within our operations.

Our sustainability goals and initiatives will continue to evolve along with changing stakeholders' needs and market readiness.

With a strong HSE foundation we developed further ESG objectives.

- Content
- Introduction
- Foreword
- Highlights
- At a glance
- Responsible business**
- Sustainability focus areas
- Report references

## Our sustainability focus areas

 <p><b>Ensuring safe and secure operations at all times</b></p>	 <p><b>Facilitating essential product flows in a sustainable and efficient manner</b></p>	 <p><b>Contributing to the transition to cleaner resources and a decarbonised energy system</b></p>	 <p><b>Building responsible and ethical supply chains</b></p>	 <p><b>Offering equal opportunity and an inclusive work environment</b></p>
--	--	--	--	--

## Contributing to the Sustainable Development Goals

 <p><b>7 AFFORDABLE AND CLEAN ENERGY</b></p>	 <p><b>8 DECENT WORK AND ECONOMIC GROWTH</b></p>	 <p><b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b></p>	 <p><b>10 REDUCED INEQUALITIES</b></p>	 <p><b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b></p>	 <p><b>13 CLIMATE ACTION</b></p>	 <p><b>17 PARTNERSHIPS FOR THE GOALS</b></p>
---	---	---	---	---	---	---

The seven Global Goals to which we make a contribution are described on page 45.



# Our sustainability focus areas



Content

Introduction

Foreword

Highlights

At a glance

Responsible business

Sustainability focus areas

Report references



Ensuring safe and secure operations at all times



Facilitating essential product flows in a sustainable and efficient manner



Contributing to the transition to cleaner resources and a decarbonised energy system



Building responsible and ethical supply chains



Offering equal opportunity and an inclusive work environment





## Ensuring safe and secure operations at all times

Given the nature of many of the products that we store for our customers, safe and responsible handling of these products is key. It is our goal to preserve and promote the health of everyone present at our terminals at all times.

Everyone working at Evos is responsible and called upon to recognise hazards, contribute to a healthy working environment, and protect colleagues, customers, contractors, suppliers, and all other parties concerned.

Content

Introduction

Foreword

Highlights

At a glance

Responsible business

Sustainability focus areas

Report references



We are committed to eliminate hazards and to reduce and manage risks that are inherent to our business activities. Our terminals operate in compliance with regulatory requirements as part of their permit and are regularly audited by authorities. All four sites fall under the scope of the EU SEVESO III Directive, which sets high HSE standards for industrial sites. Where necessary, we go above and beyond compliance with existing rules and regulations and, as a responsible partner, encourage others to follow this example.

Evos maintains and upgrades its assets to meet the latest standards for safety, emissions, energy efficiency, and climate resilience. Each terminal reports on its safety performance and emissions to local authorities in compliance with applicable legislation and permit requirements. This is subject to periodic independent audits at terminal level.

### Following a systematic approach

We have a structured risk management process in place for the identification, classification, prioritisation and control of hazards and risks. At terminal and group level we apply Enterprise Risk Management tools to monitor and assess risks. We also continuously monitor and analyse our HSSEQ performance, using internal and external reviews and audits. We apply a strict Plan Do Act Check loop to follow up on actions until they are fully implemented. Process improvements are accompanied by trainings to ensure the changes are embedded.

The Evos terminals operate a quality management system comprising the standards, procedures and work instructions as well as reporting on performance and incidents. The quality management systems are set up in line with ISO 9001 and ISO 14001 standards,

and API (American Petroleum Institute standard for the petrochemical industry) and CDI-T (Chemical Distribution Institute – Tanks) guidelines on process safety. All our terminals are audited on an annual basis for compliance with permits and local regulations.



It is our goal to continuously improve process and occupational safety at our terminals. This includes active sharing of safety learnings and best practices amongst teams and across terminals to raise the awareness and importance of working safely at all times.

Each terminal has a dedicated HSSEQ team that also work together at group level to share findings and align approaches. Incidents and near misses are reported in a uniform manner across the Evos group.



- Content
- Introduction
- Foreword
- Highlights
- At a glance
- Responsible business
- Sustainability focus areas
- Report references

## Each year we celebrate a Safety Day with live events and information sharing for all employees and contractors.

Objective	Key Performance	Key figures	2020	2019	SDGs	
No harm to people and the environment.  Zero incidents.	<b>Total Incident Rate</b>  2020 <b>0.00</b> 2019 1.24	<b>Personal Safety</b>	Fatality (FAT)	0	0	  
			Lost Time Injury > 5 days (LTI)	0	4	
Lost Time Injury (LTI)	1	7				
Total Incident Count (TIC)	4	7				
Lost Time Injury Rate (LTIR)	0.23	1.73				
Lost Time Injury Rate 1 (LTIR1)	0	0.99				
		<b>Process Safety</b>				
		Process Safety Event Count (PSEC)	0	1		
		Process Safety Event Rate (PSER)	0	0.25		



## Fostering a safety culture

Safety is everybody's responsibility. All people working on a Evos site must comply with our Basic Safety Rules. They are the minimum requirement for working safely at our locations, addressing typical situations where hazards could arise.

New employees – including temporary, interns, and trainees – follow a safety induction programme and training as part of their onboarding. Additional specialised training and on the job learning is required for colleagues in operational roles.

We consult and seek the participation of our employees and representative bodies to discuss and improve safety at work. Every year, we organise the Evos Safety Day for all employees and contractors, with the aim of raising awareness of and celebrating health and safety. Due to the COVID-19 measures, the Safety Day 2020 was conducted as a virtual event.

Evos has a zero incidents target, with safety performance results anchored in the bonus scheme of senior management.



Content

Introduction

Foreword

Highlights

At a glance

Responsible  
business

Sustainability  
focus areas

Report  
references

## ☰ Safety: a priority for all generations

Where years of experience working on site are indispensable for working in a safe way, it also brings routine. Evos combines the safety awareness of senior and experienced employees with a fresh perspective of younger employees. Working side by side in a 24/7 operation is a win-win, benefiting both generations.

### Seasoned operators Henk and Mels

Henk and Mels started their career at terminals about 30 years ago. They have seen the change to a cleaner and safer approach for working with equipment and products. "Safety requirements are much stricter nowadays. There are more controls now to keep you from being exposed to risks. We try to bring safety awareness across to a new generation. At Evos Rotterdam we have a mirror at the gate so you can see yourself because you are important and responsible for the safety of yourself and co-workers. Evos' safety standards, the professional HSSEQ approach and special training courses ensure a continuously focus on a safe and clean workplace."

### Young talent Edward

Edward started working at the Evos terminal in Rotterdam in 2020. He came from Curacao where he had finished a 3.5-year process operator course and had worked at a refinery. When Edward started at Evos, the importance placed on safety on the site stood out for him immediately. For example induction trainings, refresher courses and the emergency drills. He has been learning a lot from his older, more experienced colleagues. "Sometimes you think you are working perfectly safe, but then my older colleagues will point out that 'when you do it this way, it is safer'. This feedback is given in a positive, supportive manner, helping to create a safe environment."

Evos' safety standards, the professional HSSEQ approach and continuous learning ensure a safe and clean workplace.

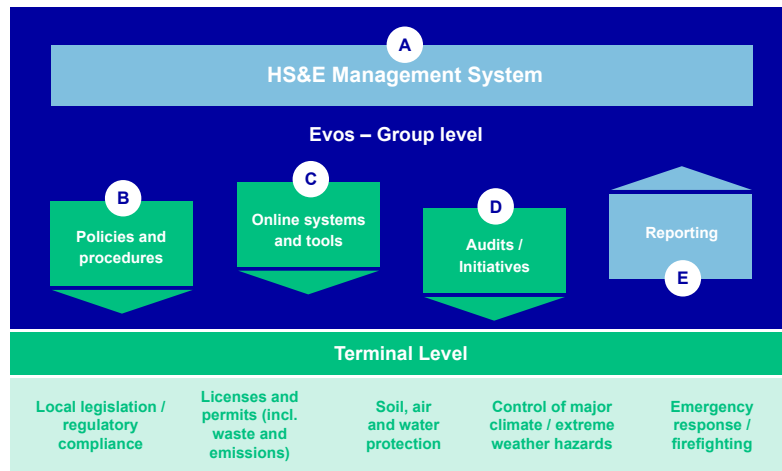
## Ensuring effective security

Our terminals are located at the borders of the European Union and considered critical infrastructure for energy and chemical supply chains. To protect our infrastructure and all people involved, security plans have been implemented and the boundaries of the terminal are protected and monitored. Evos is certified with the International Ship & Port Facility Security (ISPS) Code on the security of ships and port facilities.

We have significantly increased our focus on the security of our systems and data. Next to hardware and software preventative and mitigating measures, we train our employees to be aware of cybersecurity risks and to prevent security breaches, for example through phishing awareness campaigns. The information security management standard ISO 27001 and COBIT2019 framework are being adopted at the Evos terminals.



- Content
- Introduction
- Foreword
- Highlights
- At a glance
- Responsible business
- Sustainability focus areas
- Report references



## Employee health and business continuity in a pandemic year

We are proud of our employees and contractors who continued to work with care and commitment during the COVID-19 pandemic. We were able to continue serving our customers and fulfilling our role as operators of critical infrastructure in energy and chemical supply chains. We have safeguarded the health of staff and contractors to our best ability and provided appropriate care to persons who became infected by COVID-19.

How we managed operations:

- Minimal staff levels at all terminals;
- Strict social distancing and hygiene measures;
- Adjusted shift schedules where possible;
- Provision of facemasks to all staff and visitors;
- Free COVID-19 tests on site or for use at home;
- Coaching sessions for staff.







## Facilitating essential product flows in a sustainable and efficient manner

Content

Introduction

Foreword

Highlights

At a glance

Responsible business

Sustainability focus areas

Report references

We manage critical infrastructure for the seamless supply of liquid bulk products. To meet our commitments we develop, maintain and operate reliable, sustainable terminal infrastructure in ports around Europe. We adopt and invest in environmentally sound technologies and processes, and consider energy efficiency and emission reduction as important objectives.



## Using renewable energy

Our main contribution to greenhouse gas emissions are indirect CO<sub>2</sub> emissions from the use of electricity at our premises. Our carbon reduction strategy focuses on gradually switching to renewable energy, in the first instance by partially sourcing this with Guarantees of Origin. With vessels, barges, trucks and railcars arriving at varying moments, our own energy demand does not have a regular, predictable pattern. Ensuring that the right amount of power is available to transfer product in time is key for delivering our service.

Reported CO<sub>2</sub> emissions are based on the Greenhouse Gas Protocol.

Our goal is increasing the amount of wind and solar power in our energy mix. It is a balanced approach of renewable energy production at our sites, and purchased green energy. We explore opportunities for adding PV capacity to our sites, including innovative solutions that make use of the large surface areas of our tanks.



All our facilities operate under the European Energy Directive. Consultancy companies have conducted independent assessments to identify feasible energy saving options. As an example of results, LED lights have been widely implemented at our sites. Energy consumption is monitored closely at all terminals.

EV charging points for passenger vehicles are available at all our sites. In Hamburg we have recently added five EV charging points that provide electricity for hybrid and electric cars. These are free of charge for employees. With this initiative we provide an extra incentive for employees to choose cleaner modes of transport. The next step is to have these chargers powered with 100% renewable energy generated by PV panels on site. We are also replacing the fleet of vehicles for Operations with fully electric. Electric vehicles are the new standard at the moment of replacement. This will result in 100% electric vehicles we use on our enclosed sites.



Evos aims to reduce its CO<sub>2</sub> emission intensity by 50% in 2030.

- Content
- Introduction
- Foreword
- Highlights
- At a glance
- Responsible business
- Sustainability focus areas
- Report references

Objective	Key performance	Key figures	2020	2019	SDGs
Partner-of-choice offering reliable, resilient and efficient terminal infrastructure.	Net CO <sub>2</sub> emission reduction	Scope 1 emissions (t-CO <sub>2</sub> e) Direct GHG emissions	17,087	19,549	 
		Scope 2 emissions (t-CO <sub>2</sub> e) Purchased electricity	13,817	22,367	
		<b>Total scope 1 &amp; 2 CO<sub>2</sub> emissions</b>	<b>30,904</b>	<b>41,916</b>	
		CO <sub>2</sub> emission (per 1,000 cbm)	12.5	17.0	
		Offset scope 1 emissions (t-CO <sub>2</sub> e)	10,962	962	
	2020	<b>26%</b>			
	2019	6%			
		Electric vehicles on site for operations	20%	13%	

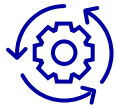


## Reducing emissions on site

Another part of our environmental footprint relates to emissions of volatile organic components that are released from products during storage and handling at our facilities. Vapour Recovery Units (VRU) are installed at all our terminals.

Evos Amsterdam uses a VRU in combination with a Regenerative Thermal Oxidiser (RTO). The VRU unit passes captured vapours from ships and shore tanks through active carbon and then uses a cooled re-absorbent liquid to transform – depending on the exact vapour flow and composition – approximately 99.8% of these vapours back into liquid form. These liquids can be reused as fuel component by our customers. The RTO is a polishing unit placed after the VRU that uses self-oxidation on ceramic beds to treat the remaining vapours. This process uses a minimum amount of natural gas to reduce the emissions impact of the remaining vapours. As a result, volatile organic component and carbon dioxide emissions at Evos Amsterdam are among the lowest in the industry.

All Evos terminals hold permits that specify allowances for such emissions to air and the required mitigations. This is audited annually or bi-annually by authorities. Any event that causes unexpected emissions is reported to local authorities. Zero permit violations have been reported since the establishment of Evos.



Content

Introduction

Foreword

Highlights

At a glance

Responsible  
business

Sustainability  
focus areas

Report  
references

## Monitoring and improving air quality with eNoses

Most Evos terminals have 'eNoses' installed on site or these are present in the port area. An eNose (electronic nose, or machine olfaction system) is a measurement tool that detects changes in ambient air.

The eNose continuously 'sniffs' for the composition of and changes in air quality in its direct surroundings. eNoses can detect odour or petrochemical concentrations in the air that cannot be detected by humans. Data from eNoses is used for identification and analysis of potential sources of deviations in the air. In case of odour complaints or vapour alarms, the eNoses are also used to locate the source. Deviations and changes are presented in an online dashboard that is accessible by authorities, companies and even the general public in some cases. Evos uses eNoses as an instrument in its pro-active and responsive environmental management.

eNoses are an innovative tool to monitor air quality and effectively respond to deviations.



## CO<sub>2</sub> reduction management in practice

Next to being a methanol and bioethanol storage terminal, Evos Rotterdam is also a producer of chemicals derived from methanol. The facility operates under the European Energy Efficiency Directive (EED) that encourages companies to achieve energy savings, as well as the EU Emissions Trading System and CO<sub>2</sub> taxation scheme that aim to reduce greenhouse gas emissions in a cost-effective manner.

Evos Rotterdam actively takes initiatives to monitor and reduce its net footprint. As one of the initiatives, the facility implemented a CO<sub>2</sub> Reduction Management System as an upgrade to its existing ISO14001-certified environmental management system. CO<sub>2</sub> Reduction Management is a structured approach to set and realise ambitious CO<sub>2</sub> emission reductions throughout the business primary processes. CO<sub>2</sub> Reduction Management focuses solely on CO<sub>2</sub> reduction, with offsetting counting less. Evos decided to include next to scope 1 and 2 emissions also the optional scope 3 emissions.

Evos Rotterdam implemented the CO<sub>2</sub> Reduction Management System as a multidisciplinary effort. Key tasks have been gap analyses, regulatory framework reviews, process flow analyses, procedure reviews, internal audits and trainings.

The certified CO<sub>2</sub> Reduction Management System helps Evos Rotterdam to pursue opportunities like optimisation of existing installations and processes, introduction of new technologies, and usage of renewable energy.

The implementation of the system has resulted in several new energy-saving opportunities identified to avoid, reduce, and manage CO<sub>2</sub> emissions at the terminal.

The following results have been achieved:

- Further improved insight and awareness in relation to CO<sub>2</sub> emissions;
- Purchased electricity was 100% carbon neutral, with Guarantees of Origin for renewable wind energy;
- Scope 1 emissions that could not be eliminated were offset for 90% in 2020;
- Feasibility studies to investigate options for renewable energy generation on site and reuse of surplus heat and steam as well as water and wastewater.

Evos Rotterdam' actions to pursue further CO<sub>2</sub> emission reduction are part of the overall Evos sustainability strategy.



Content

Introduction

Foreword

Highlights

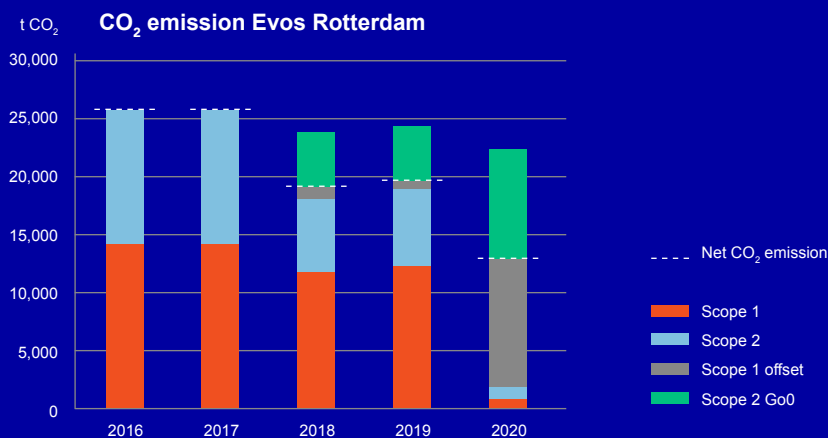
At a glance

Responsible business

Sustainability focus areas

Report references

## Purchased electricity of Evos Rotterdam was 100% carbon neutral in 2020.





## Keeping our critical infrastructure up to date

Our core business is to develop, operate and maintain important logistical infrastructure in a safe, reliable and sustainable manner. We aim for a seamless experience for our customers when they use our terminals to store and handle their valuable goods. Therefore, we are continuously investing to keep our terminal infrastructure up to date with the latest requirements and industry standards.

**Next step is to define a standard for design of terminal expansions powered by 100% renewable energy.**

The aim is fit-for-purpose, future-proof infrastructure with a limited environmental footprint. That is why we adopt and invest in environmentally sound technologies and processes that help reduce our own energy usage and emissions.

## Building sustainable terminal infrastructure

Evos is closely following market developments for new and cleaner liquid products that require high-quality storage and handling services, for instance with expansions at our terminals in Rotterdam and Hamburg.

### Evos Hamburg: enhancing export and import capabilities

Evos Hamburg has expanded its railcar handling capabilities to enhance export and import possibilities for its customers. The project consists of a new state-of-the-art rail loading gantry, an upgrade of existing railcar facilities, the improvement of overall rail logistics at the terminal and the installation of new fall protection systems with the aim to further improve personal safety.

The state-of-the-art facility offers innovative bio-blending applications which increasingly gain in importance: biofuels and other liquids can now be added directly during the loading of the railcars, whereas previously the blend needed to be mixed up in a tank before loading the railcars. In addition, the new facility will also reduce the terminal's carbon footprint by saving 50% of CO<sub>2</sub> emissions in this area. The rail car manoeuvres on the terminal will be handled by an electric cable pull system making the use of diesel locomotives obsolete.

### Evos Rotterdam: increasing bioethanol and methanol capacity

In 2020 Evos Rotterdam started constructing four new 21,000 cbm storage tanks in response to the growing demand for methanol and bioethanol capacity from new and existing customers. The new tanks are equipped with floating roofs and will be operational early 2022.

In the construction of new storage tanks we take into account the latest technologies.



Content

Introduction

Foreword

Highlights

At a glance

Responsible business

Sustainability focus areas

Report references

# Addressing climate risks

**Our responsibility to protect the environment stretches beyond energy use and preventing emissions. We also take care of the following environmental aspects.**

The Evos terminals periodically assess climate risks and specifically extreme weather conditions which may impact terminal operations. Emergency response plans are updated with actions and mitigation measures accordingly. For instance, the learnings from recent winters' cold temperatures have been evaluated and processed into preparation plans for upcoming years. Next to lessons to keep equipment functioning, extra attention is given to the prevention of slip and trip accidents in winter conditions.

Flooding (sea tide) is generally considered a potential risk for ports around the world. Our terminal in Hamburg is in a flood risk zone. A flood protection wall has been established under supervision of the harbour authorities to protect the terminal from future rising sea and river water levels.

Examples of other assessed physical climate risk scenarios:

- Heavy rain: capacity of wastewater treatment installations;
- High temperatures: monitoring pressure rises in product lines and effect on vapour emissions;
- Thunderstorms or gales: procedures prescribe under which conditions to shut down terminal activities;
- Hail and snow: procedures prescribe under which conditions to shut down terminal activities;
- Draught: low water levels in rivers could prevent vessels reaching or leaving the terminal sites.

An independent third party performed a full environmental risk assessment that did not identify major unmitigated climate risks.

## Protecting biodiversity

We operate our terminals in the industrialised areas of European ports. Still impact on biodiversity may occur. Expansion projects are subject to an EIA notification and intensive surveys for environmental impact, including biodiversity. For the latest expansions of our Rotterdam terminal an EIA notification was set up together with a submitted and granted application for the Nature Protection Act. For our terminal in Hamburg an extensive survey was conducted prior to a new greenfield project. The realisation of a compensation area was determined as the ultimate solution to protect biodiversity.

## Managing waste and water usage

Residual streams from our operations and industrial processes may contain a certain level of oil or chemical waste. This could be water mixed with product after tank cleanings, sludges from wastewater treatment, or materials that include a certain amount of oil or chemical components. This is all classified as hazardous waste, which we manage in full compliance with the high EU standards on waste management.

Operating and safety procedures are designed as to prevent waste where possible. Where residual streams cannot be eliminated – such as during tank cleaning processes – these residual streams are handled by

specialised parties and in accordance with strict regulations. Our terminals adhere to all environmental and waste management requirements set by local authorities. For the handling of oil- and chemical-affected waste streams, we have service contracts with specialised and authorised waste management companies. Recycling of parts or win-back of valuable components is a next step towards more circular operations.

We also adhere to EU recycling standards for other waste materials, like paper and cardboard, plastics, and metals. These mainly come from our office activities and make up only a minor share of total waste. For electronic equipment and spare parts, we hold full-service contracts that include reverse logistics, where service suppliers also take care of collection at the end of use.

Rainfall or other water passes through a wastewater treatment unit above a certain measurement threshold. All our sites have wastewater treatment installations that filter water in accordance with applicable environmental standards.



Content

Introduction

Foreword

Highlights

At a glance

Responsible  
business

Sustainability  
focus areas

Report  
references





## Contributing to the transition to cleaner resources and a decarbonised energy system

We are actively building energy transition partnerships, both in the public and private domain, with the ambition to contribute to new energy developments of the future. Our focus is on business development opportunities where part of the existing infrastructure can be utilised and sustainable demand is foreseen. Examples are biofuels, synthetic fuels, and hydrogen carriers.

Content

Introduction

Foreword

Highlights

At a glance

Responsible business

Sustainability focus areas

Report references





We manage infrastructure for supply chains that provide products that are essential for people’s daily lives across the world. For this, we aim to bridge today’s need for fuels and chemicals with tomorrow’s need for cleaner alternatives. Studies show that current tank terminal infrastructure will be critical to the energy transition as well as the strategic autonomy and economic resilience of the EU. The EU, our customers and port organisations have set objectives for climate neutrality to meet the Paris Agreement. We embrace this ambition and follow their approach for a gradual transition to new solutions that serve a lower carbon energy system.

### Using renewable energy in our own operations

Our interim goal is using 30% renewable energy by 2030, by gradually increasing the amount of wind and solar power in our energy mix. It is a balanced approach of renewable energy production at our sites

and purchased green energy. We explore opportunities for adding PV capacity to our sites, including innovative solutions that make use of the large surface areas of our tanks.

### Supporting the shift to more renewable products

Global action to address climate change by reducing greenhouse gas emissions, as well as the increase in population and prosperity, and continuous technological development is bringing about a shift in energy demand as well as a shift to renewable resources. Growth in energy demand and the transition to cleaner, low carbon products occur at a different pace and scale around the world. Many markets for renewable energy products have yet to fully establish.

Markets and industries will shift to new, lower carbon emission products. This transition is expected to be gradual and involves many different energy products and technological solutions, therefore demand for bulk storage is not changing overnight. Traditional oil-based products will continue to serve demand in the foreseeable future, while transitional products such as LNG and biofuels will continue to gain significance in the current and tomorrow’s energy mix.

While international trade will continue, there is a trend towards more local and circular energy networks. New parties and roles are emerging in local production, distribution and storage of energy. The energy transition encompasses many different products and solutions for the various sectors such as aviation, automotive and the maritime industry. These markets are expected to develop at their respective pace over the coming decades.

Evos takes a proactive and collaborative approach to new energy developments.

- Content
- Introduction
- Foreword
- Highlights
- At a glance
- Responsible business
- Sustainability focus areas
- Report references

Objective	Key performance	Key figures	2020	2019	SDGs	
Develop infrastructure solutions for future low-carbon energy systems.	Renewable energy for Evos operations	Energy Consumption	Electricity purchased (MWh)	39,544	41,713	7 AFFORDABLE AND CLEAN ENERGY
			Renewable electricity (GoO)	37.4%	17.3%	
Increased share of low carbon and carbon-free products in our storage.	2020 2019	37% 0%	Natural Gas (Nm <sup>3</sup> )	2,701,451	2,580,337	9 INDUSTRY INNOVATION AND INFRASTRUCTURE
			Diesel (ltrs)	384,633	423,048	
		Water Consumed (m <sup>3</sup> )	184,305	209,875		



We are preparing to be ready to serve these new markets at scale with our infrastructure. We actively explore new market opportunities for liquid bulk products and contribute as a knowledge and infrastructure partner in feasibility studies at an early stage. Currently we are actively pursuing opportunities to store biofuels, (bio)methanol and LNG (for bunkering). We closely follow market trends and we are working with our customers on developing storage solutions for these products.



## Preparing for the quantum leap

Green hydrogen has long been considered the building block for a sustainable energy future. In recent years there is a consensus emerging that hydrogen will become an important – possibly the most important – source of renewable energy in the future. The technologies are available. However, it is difficult to predict when the real uptake will be, as new supply chains have to be set up with substantial investments involved.

Eventually markets will scale up to serve this new energy demand. We see a clear and important role in contributing to this development as an active partner together with other companies and governmental bodies. Since market experts forecast that Europe will become an import market for hydrogen, there will be an ongoing need for logistic solutions in European ports where Evos is also present. Using and adapting available infrastructure will be key in establishing new hydrogen supply chains. That is why we as Evos are actively participating in initiatives to explore import and distribution of hydrogen in Europe.

Content

Introduction

Foreword

Highlights

At a glance

Responsible  
business

Sustainability  
focus areas

Report  
references

## H2Gate: towards handling one million tonnes of green hydrogen in the Port of Amsterdam

Evos collaborates with Port of Amsterdam, Electriq Global, Hydrogenious and Hysilabs to investigate the technical and commercial feasibility of importing and storing hydrogen on an industrial scale. The cooperating parties are jointly working on a blueprint for an import, storage, distribution and trading hub, consisting of facilities with a total throughput capacity of around one million tonnes of hydrogen per year.

The parties aim to enable the import of large volumes of green hydrogen into the Amsterdam port area. The expectation is that alongside local hydrogen production, substantial imports are needed to meet Europe's future demand. The consortium investigates the feasibility of large-scale imports, outlining a blueprint and a roadmap towards 2030 and beyond. This innovative project is unique, as it combines different hydrogen carrier solutions with specialised technology partners teaming up jointly to assess market, technological and logistic aspects.

This project fits perfectly with the ambition of Evos to develop infrastructure solutions for a carbon-free energy future. The Amsterdam port area is well positioned to play an important role in the transition to a sustainable energy system, where hydrogen is indispensable. For decades, the port area has been a leading international hub for the trade in traditional energy products. Depending on the availability of green hydrogen worldwide and the growth of demand in Europe, such supply chains are expected to scale up towards the end of this decade. Evos will be part of it.

The H2Gate project is an important step towards the realisation of an international hydrogen supply chain.



## Building responsible and ethical supply chains

Ensuring responsible business conduct is not limited to our own premises. We uphold high standards for safety and environmental care as well as human rights, and expect the same from our business partners. We can make a further impact on key supply chains with responsible procurement of goods and services.

We are part of international supply chains and so we are assessing the issues and risks related to doing business. Both for the products that we store and flow through our terminals, as well as the goods and services we procure to run our business. For the latter we can influence the parties we work with and make a positive impact.

Content

Introduction

Foreword

Highlights

At a glance

Responsible business

Sustainability focus areas

Report references





## Setting the standard

Our business principles and values are defined in our Code of Conduct. The Evos Code of Conduct applies to all employees and business partners including suppliers. We jointly uphold and adhere to the principles we lay down in our Code of Conduct.

Fundamental standards are:

- Human rights including fair treatment and non-discrimination; Modern Slavery Act;
- Business integrity including export controls and sanctions, anti-bribery and anti-corruption, antitrust and competition and anti-money laundering/ financing of terrorism;
- Safeguarding assets and information including fraud prevention, responsible communication, privacy and data protection;
- Open reporting of concerns and breaches, supported by a seek advice and speak-up policy.

A specific Supplier Code will be included in the tender and contracting process as well as for supplier management.

## Incorporating sustainability in procurement decisions

We apply a balanced set of criteria for procurement decisions. Next to quality, safety record, financial resilience, and price, we also expect suppliers to adhere to human rights and have a vision on diversity and inclusion. We also require counterparties to address and mitigate the potential environmental impact of their work.

Contract performance is periodically evaluated and discussed. At contract renewal we mutually discuss opportunities for improvement. Furthermore, we aim to develop a framework for gathering sustainability information and performance data from new key suppliers and at contract renewal.

## Jointly promoting sustainability and a positive work environment

In collaboration with our maintenance contractors and other suppliers of asset-related services, we pursue opportunities for driving an aligned sustainability agenda. Key environmental topics that we address are: energy use, the use and re-use of materials, and waste management. Key social topics include: people development, including learning and career opportunities, combined with diversity and inclusion.

We foster longstanding partnerships with our maintenance and engineering contractors and support an open dialogue about work conditions and quality of work. Employees from these contractors work side-by-side with our colleagues on our terminals and we expect them to adhere to the same high safety and quality

standards. At the same time, we will offer them the same preconditions for a safe and dignified stay at our sites. This means, among other things, respectful behaviour, safe and effective tooling, proper housing, and regular breaks.

Since the staff of maintenance contractors work on our terminals week in, week out, they are part of our team. We encourage and support open dialogue in the work environment we create together. That means promoting an inclusive environment and offering development opportunities in collaboration with our contractors. Finding solutions together for removing barriers or creating special job placements and training opportunities is best achieved in true cooperation and partnership.

Evos creates an impact on key supply chains with responsible procurement practices for goods and services.



- Content
- Introduction
- Foreword
- Highlights
- At a glance
- Responsible business
- Sustainability focus areas
- Report references

Objective	SDGs
Being a responsible, innovative and sustainable supply chain partner.	8 DECENT WORK AND ECONOMIC GROWTH
Implementation of Supplier Code.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

## ≡ Evos' contribution to communities

Evos provides its employees with the opportunity to play an active role in society through community support or educational programmes. Operating in a decentralised organisational structure, each Evos terminal is closely connected to the local communities in the port and in surrounding urban areas. Our terminals are strongly grounded in the operational and business network of parties operating in and around the port area.

Examples of our community involvement include working with local schools to introduce pupils and students to the port and learn about potential career opportunities. Initiatives and support for local community organisations are enthusiastically supported by employees and provide a stronger connection to the communities surrounding our terminals.

The COVID-19 pandemic motivated colleagues to voluntarily donate their Christmas celebration budgets to local food banks in support of those most in need. We also donated boxes of fruit to care workers in a local hospital to show appreciation for their commitment and hard work caring for the lives and health of many.

Since its founding, our terminal in Algeciras has been a sponsor and coach to the local athletics club.



Content

Introduction

Foreword

Highlights

At a glance

Responsible  
business

Sustainability  
focus areas

Report  
references





## Offering equal opportunity and an inclusive work environment

We attach great importance to equal opportunities, diversity, and non-discrimination. We strive to create a working environment in which every employee has an equal opportunity to join, grow and succeed. We do not accept or tolerate any discrimination against any individual based on their appearance, lifestyle choices or background.

Content

Introduction

Foreword

Highlights

At a glance

Responsible business

Sustainability focus areas

Report references



We aim for an open and harmonious work environment in which people can make best use of their talents. We embrace the uniqueness of each individual and their contribution to the Evos collective. A variety of ideas and opinions that can be openly expressed in a respectful environment leads to better business decisions. It makes our company stronger every day.

### Inclusive recruitment

We make open-minded employment decisions on the basis of merit only. When recruiting new employees, we tap into a variety of recruitment channels, opening the

way for more people to be included in our recruitment processes. We seek to bring in new and fresh perspectives. We lower potential barriers to joining our company and support colleagues to achieve their full potential in the workplace.

### Training and development opportunities

Learning and development are key opportunities for enabling people to make the best use of their talents, stay engaged, and be empowered to perform their work. We provide a range of work placement positions for students, from short-term assignments (for students

at various study or training levels and from various backgrounds) to internships and opportunities for students to complete their thesis or final project. We also offer job placements with 2 to 3 years of full training in an apprenticeship programme in Operations. In 2021 the apprenticeship programme at the Evos terminal in Hamburg is being extended with two additional apprenticeship positions.

These programmes offer the younger generation learning opportunities, but also facilitate mutual learning and improvements that arise when you have different generations working together. We seek a synergy between experience and fresh ideas.



- Content
- Introduction
- Foreword
- Highlights
- At a glance
- Responsible business
- Sustainability focus areas
- Report references

The Evos identity is a collective of valued individuals no matter the groups they may belong to.

Objective	Key performance	Key figures	2020	2019	SDGs
Employer-of-choice based on a fair, diverse and inclusive work environment.	Females % of new hires	Number of staff (total)	326	301	
	2020 <b>29%</b> 2019 10%	Number of staff (female)	36	31	
Providing continuous learning and development opportunities.		Number of staff in management (total)	31	29	
		Number of staff in management (female)	6	4	
		Number of board directors (total)	5	3	
		Number of board directors (female)	0	0	
		Number of new hires (female)	11	2	



## ≡ The strong bond between an apprentice and his mentor

Sven, Customer Service Planner for Evos Hamburg, and his apprentice Abdulhamit (Abdul) work together in great harmony. The apprenticeship programme is gaining interest: Evos received a growing number of applications last year.

After finishing academically-oriented secondary school (known as Gymnasium in Germany), Abdul studied engineering and technology at a technical college. His grades were outstanding, but after one year Abdul decided it was not for him. He longed for more dynamics during a day and wanted to roll up his sleeves in a real job. His interest in technology and living in Hamburg, a port city, brought it all together. He decided to join Evos on an apprenticeship and start learning on the job, like a traineeship, and is now in his second year. "Sven is my mentor and we and all other colleagues are like a family," says Abdul.

### Equal and respectful treatment: talking you up, instead of down

The first six months for Abdul focused on learning the trade, during which time he always worked under supervision in many different teams: planners and operators, pump house crew, bridges, measuring jetty crews, and the central control room (CCR). What makes Evos rather unique is the respectful way the mentors help their apprentice. "They say what needs to be said, even if it is not a pleasant message", says Abdul. "But they say it in a kind way. They do not use their position to talk you down, but rather to talk you up."

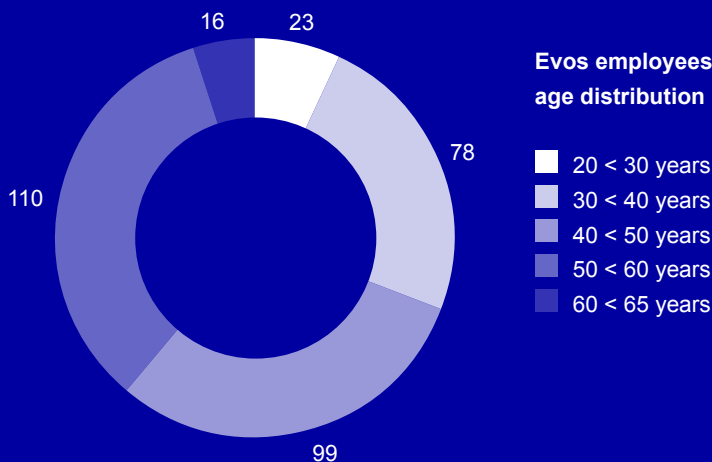
### Working together as one big team

Being open to change or taking an approach different to the decades-old routine is something that the seasoned staff learns from new joiners. New insights often come up spontaneously, simply because new talent like Abdul bring fresh perspectives and question why things are done in a certain way. So, this is the special team dynamics and how the tight bond between people who work together in 24/7 shifts at the terminal is formed. Regardless of their background, all are united in camaraderie. Making sure everyone is safe, helping each other, learning from each other. Sven: "It is professional; we all work together as one big team."

Making sure everyone is safe,  
helping each other,  
learning from each other.



- Content
- Introduction
- Foreword
- Highlights
- At a glance
- Responsible business
- Sustainability focus areas
- Report references



## Diversity in our workforce

We believe diversity in our workforce is reflected in many different aspects, all leading to a variety of valuable competences and viewpoints. We recognise the diversity stemming from differences in generations, gender, nationalities, ethnic or cultural backgrounds, education level and experiences, that are all present in our organisation. In line with our owner's ESG standard to report on gender equality, we include these numbers in this report together with age distribution. We are increasingly successful in attracting a growing number of women to an industry with traditionally a low proportion of women.

Working on diversity and inclusion in our workplaces is a continuous effort. We continue to explore where we can do more to offer equal opportunities and an open and inviting work environment to all. The growth of our organisation with new people continues to bring new and diverse perspectives to our company.



Content

Introduction

Foreword

Highlights

At a glance

Responsible business

Sustainability focus areas

Report references



## ☰ Growing diversity in Operations

Evos is bringing more women on board in functions across the organisation, also in the Operations department which is responsible for loading and unloading ships, trains and trucks. The stereotype of a strong man that carries loads in the harbour is outdated. Work has become less physical, and mixed teams bring a new dynamic in our organisation.

### The increasing participation of women in the port industry

Ruth joined Evos Hamburg in January 2021 as First Operator. After three months working shifts with a crew outside, she jumped at the opportunity to apply for a role as Control Room Operator. And there she is now – promoted within four months of starting her new job at Evos. A job that requires ultimate concentration, where she must always be ready to make spot-on decisions.

### Dynamics and responsibility of working shifts

Ruth and her colleague Michael like the dynamics and responsibility of working in shifts. "Ships never arrive on schedule, due to unforeseen circumstances. Bad weather for example. It is either deal with just one ship during the entire shift or multiple vessels coming in at once, and then the team must work together efficiently to get it all organised for planning and service. Every day is different."

### It is the team work that counts

At Evos she experiences no differences due to gender and enjoys working in a team for the first time. "I was expecting that I would have to make an extra effort to prove myself, but I did not experience that. A shift is like a family because you spend so much time together. It is important to have young dynamic people on our crew who are truly interested in the job. It is passion that counts and how well you think things through." More and more women are joining ship and terminal crews aspiring a career. The management team welcomes people from different backgrounds and makes sure there are no barriers.

More and more women are joining ship and terminal crews, aspiring a career.



# Sustainability report references

Content

Introduction

Foreword

Highlights

At a glance

Responsible  
business

Sustainability  
focus areas

 Report  
references

# Stakeholder engagement and expectations

**Evos operates in an environment with many stakeholders. Our activities have or may have an impact on a variety of stakeholder groups: customers, employees, surrounding communities and companies, port authorities and operators, governments and authorities, suppliers, and investors. In turn we are influenced by the expectations of these stakeholders. Hence open dialogue and close and respectful relationships with all our stakeholders is in everybody's interest.**

We have frequent interactions with our stakeholders, both in regular business and in projects or new initiatives. Beyond daily collaboration, we hold periodic reviews with customers and suppliers to evaluate performance and discuss improvement opportunities. In liaison with authorities and industry associations we stay attuned to the latest environmental standards and regulations. Furthermore, our investors support the establishment of our ESG ambitions.

market, which may become our future customers or business partners. We therefore work together with these new players to explore opportunities together.



## Customers

We have longstanding relationships with our customers. These are established companies active in international energy and chemical production, supply chains and end markets. Our customers expect us to have everything in place to store their products safely and securely, under the right conditions and in compliance with regulations and industry best practice. Our aim is to achieve a service delivery combining of reliability and agility, thereby outperforming our customers' expectations. We have dedicated customer service teams that interact with our customers on a daily basis, and measure our service performance in regular surveys.

Our customers cater for today's energy demand and seek to drive the energy transition by making renewable alternatives available at scale. We recognise that each company chooses its own strategic direction and development pace. As a logistic infrastructure company that facilitates product flows we are dependent on the actions of our customers. We are proactive and develop solutions for the market needs of tomorrow. New developments may also bring new players to the



## Employees

Our employees are our most important assets. They work in our frontline execution to deliver our services 24/7, or are in important support roles. Many of our colleagues have been with us for a long time, they know our terminals and customers inside-out and bring the best of their experience and knowledge to work every day. Our employees value a company that cares. That starts with a safe and healthy workplace. Good teamwork and a pleasant working environment are appreciated as it ensures a strong bond between colleagues and a feeling of inclusion. Employees are looking for stability but also personal growth and development opportunities. Increasingly, employees find it important to work for a company that acts responsibly, not only for their wellbeing at work, but also with an eye to the surrounding area and communities, environment and broader society. Our colleagues also form a direct link to the communities around our terminals, as these are home to many of them.



## Ports

Our facilities are located in ports, which form logistic hubs in international energy and chemical supply chains. The key function of each port and the nature of port activities vary. We seek to align our local terminal strategy with the ambitions and initiatives of the local port operators and partners.

Introduction	Customers	Employees	Ports
Responsible business	Financial stakeholders		Government bodies
Report references	Suppliers	Communities	Industry associations

- Content
- Introduction
- Foreword
- Highlights
- At a glance
- Responsible business
- Sustainability focus areas
- Report references



Sustainable economic development, operational safety and environmental protection are key for port authorities and operators. Each of our terminals is an active partner in the business networks in the local ports and wider metropolitan areas, collaborating on themes like economic development, the energy transition, circular economy and employment opportunities. Public policy makers increasingly stress the need for sustainable economic development and call on port authorities, operators and market participants to contribute. This requires us to act as a responsible and proactive partner.



### Financial stakeholders

Being part of the asset management portfolio of FSI ensures a long-term business perspective founded on ESG principles. A leading health, safety and environmental performance, high employee engagement, strong partnerships, continuous improvement and effective governance are drivers for a sustainable business that continues to serve all stakeholders and society at large. Institutional lenders and banks are also increasingly striving for responsible finance, with ESG assessments closely following the EU Taxonomy system for sustainable investments.

In this context we are pursuing long-term sustainable investments. This includes investment considerations for growth and expansion, infrastructure maintenance and upgrade, renewable energy, and business development. We collaborate with FSI's investment specialists and ESG experts on our sustainability strategy, target setting and performance reporting.

By including ESG incentives in our recent refinancing, we established an even stronger bond with our financial partners on a shared ambition for a sustainable future.



### Government bodies

National governments have advanced safety and environmental regulations for our industry and the supply chains we operate in. Key focus areas are occupational health and safety, process safety, emissions to air, and soil/groundwater/water protection. Ever stricter regulations are issued, and the application of best practices enforced. At each terminal location, we comply with local laws and regulations and aspire to lead on best practices, as a proactive and responsible actor.

The EU and its member states are well advanced in setting decarbonisation targets and environmental protection goals, and call for action. Evos aspires to positively contribute to the joint effort.



### Suppliers

Maintenance contractors and engineering companies that work for Evos are key business partners for us. We foster long-term collaboration relationships built on mutual trust and high-quality service delivery. Employees from contractor parties work side-by-side with our employees day in, day out. That is why safe and healthy working conditions are key priorities alongside equal and respectful treatment. Besides daily interactions, we organise periodic reviews with key suppliers to discuss continuous improvement in safety

performance and mutual collaboration. Many services for our terminals are sourced from locally based suppliers. This facilitates cooperation and can create a link to surrounding communities.



### Communities

The ports we operate in are situated near large urban areas. We carry a responsibility for a safe and healthy living environment for people living in the vicinity of our terminals. Each terminal maintains close relationships with local community organisations, and provides support to local welfare institutions, sport clubs or schools.



### Industry associations

We are a member of the national tank storage associations in the countries we operate in: VOTOB (The Dutch Association of Tank Storage Companies), UTV (Unabhängiger Tanklagerverbund e.V. Germany) and ATLiQ (Spanish association of liquid bulk, chemical and gas terminals). These associations are members of the European tank storage association, FETSA.

Senior executives of Evos hold Board positions at VOTOB and FETSA, bringing an extra level of involvement in determining sustainability strategies for our industry. This also happens at local level. For example, Evos Hamburg is a member of 'Green Economic Dialogue' and is leading an initiative to specify guidelines for clean renewable gas and liquid energy carriers.

Content

Introduction

Foreword

Highlights

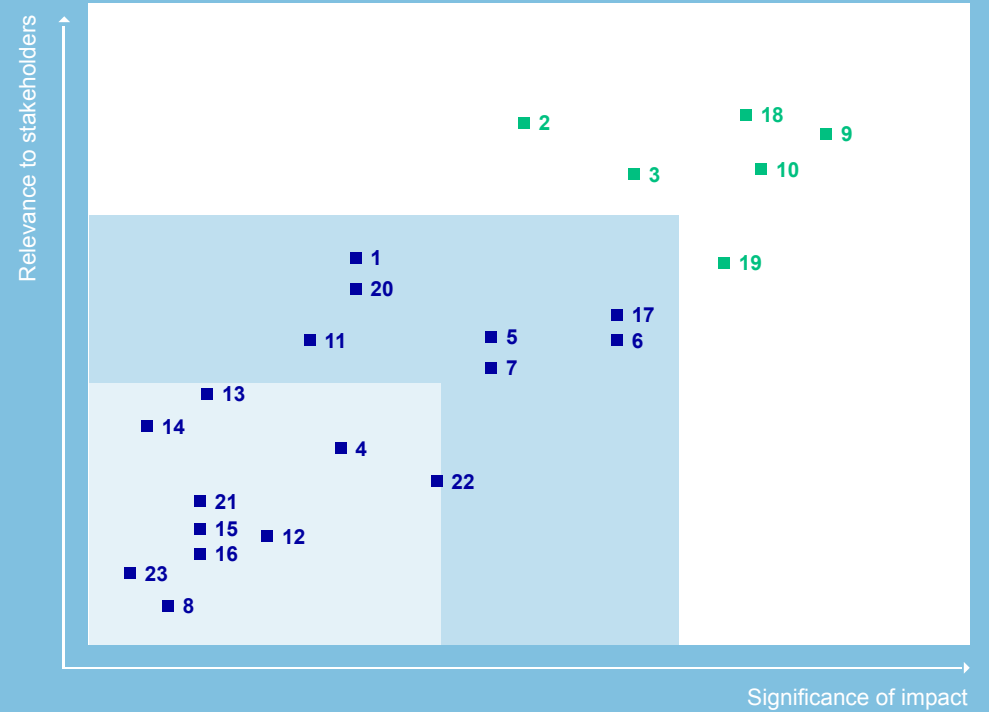
At a glance

Responsible  
businessSustainability  
focus areasReport  
references

# Materiality assessment

Evos carried out its own initial materiality assessment, covering environmental, social and governance topics. The significance of a topic (level of importance) is determined by the potential impact – positive or negative – that our company’s operations may have on the environment, society, and other businesses. The relevance to stakeholders indicates how important a topic is in the view of our key stakeholders.

The materiality assessment has been a basis for defining the five sustainability focus areas presented in this report. This materiality assessment will evolve over time as views of stakeholders or our company’s activities change. We continuously and proactively draw information through interaction and dialogue with our stakeholders, and will incorporate these in our assessment. For example, new results from customer satisfaction and employee engagement surveys may generate new insights into what is important to these particular stakeholder groups.



Environmental	Social	Governance
1. Air quality (VOC and other emissions)	9. <b>Process safety</b>	17. Business ethics and integrity (good governance)
2. <b>GHG Emissions</b>	10. <b>Occupational health and safety</b>	18. <b>Economic performance</b>
3. <b>(Renewable) energy use</b>	11. Equal opportunity (diversity) & inclusion	19. <b>Innovation</b>
4. Waste management	12. Employment conditions	20. Customer acceptance and continuation
5. Water pollution	13. Learning and development	21. Remuneration
6. Water management	14. Human rights	22. Supplier acceptance and continuation
7. Soil and groundwater pollution	15. Odour and nuisance	23. Taxation
8. Biodiversity	16. Local community care	

- Content
- Introduction
- Foreword
- Highlights
- At a glance
- Responsible business
- Sustainability focus areas
- Report references



# Evos' contribution to the UN SDGs

We have identified three Global Goals to which we can make a material contribution. We specifically point out the sub goals that we focus our efforts on four related SDGs.



## SDG 7 Affordable and clean energy

### 7.2

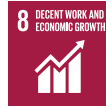
#### Universal access to modern energy

Our role in facilitating universal availability of energy in international energy supply chains is directly linked to the energy transition. We facilitate the energy transition by providing reliable access to energy and cleaner fuels. We do this by exploring ways to develop new storage and handling solutions for a low-carbon future. We have a facilitating and enabling role in shaping a new energy landscape and resulting supply chains, seeking collaboration with existing players as well as new players that work on new renewable energy products.

### 7.3

#### Increase share of renewable energy

We are working to reduce the carbon footprint of our own operations by shifting to renewable energy. We invest continuously in ways to improve our energy efficiency and the use of renewable energy. We also aim to develop renewable energy generation installations on our sites.



## SDG 8 Decent work and economic growth

### 8.5

#### Achieve full and productive employment and decent work for all

We provide equal employment conditions, pay and opportunities for all, including women and people with disabilities or other disadvantages.

### 8.8

#### Promote safe and secure working environments

We provide safe and healthy working conditions for everyone present at our terminals at all times. All employees are responsible and are called upon to recognise hazards, contribute to a healthy working environment, and to protect colleagues, customers, contractors, suppliers, and all other parties concerned.



## SDG 9 Industry, innovation and infrastructure

### 9.1 - 9.5

#### Build resilient infrastructure, promote sustainable industrialisation, foster innovation

To fulfil our commitments, we develop, maintain and operate reliable, sustainable terminal infrastructure in ports around Europe. We adopt and invest in environmentally sound technologies and processes as well as in implementation of digital solutions that optimise our service performance and decrease operational risks.

## Other contributions



**SDG 10 Reduced inequalities**  
Encourage inclusive recruitment, e.g. for disadvantaged groups. Support social organisations that promote inclusion.



**SDG 12 Responsible consumption and production**  
Embed sustainability criteria and best practices into our procurement and production decisions.



**SDG 13 Climate action**  
We actively reduce our environmental footprint with reduction of CO<sub>2</sub> and other emissions to air. We improve climate resilience of Evos, and enable access to new energy products.



**SDG 17 Partnerships for the goals**  
We actively seek partnerships to provide stepping stones towards new, carbon free energy infrastructure solutions.





	Standard	Disclosure	Report page
<b>Environmental</b>	302 Energy	302-1 Energy within the organization	32
		302-4 Reduction of Energy consumption	32
		302-5 Reductions in energy requirement of products and services	32
	303 Water and effluents (2018)		30
	304 Biodiversity		30
	305 Emissions	305-1 Direct scope 1 emissions	26
		305-2 Indirect scope 2 emissions	26
		305-4 CO <sub>2</sub> emissions intensity	26
		305-7 Nitrogen oxides, sulphur oxides and other significant air emissions	27
	306 Waste (effluents)	306-3 Significant spills	30
307 Environmental compliance	307-1 Environmental non-compliance	27	
<b>Social</b>	401 Employment	401-1 New employee hires and employee turn over	38
	403 Occupational health and safety (2018)	403-1 Occupational Health and Safety Management System	21-23
		403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	22
		403-4 Worker participation, consultation and communication on occupational health and safety	21-23
		403-5 Worker training on occupational health and safety	22
		403-6 Promotion of worker health	22
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	22-23
		403-8 Workers covered by an occupational health and safety management system	22
		403-9 Work related injuries	22
	403-10 Work related ill-health	22	
405 Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	38	
410 Security practices		24	
413 Local communities	413-1 Operations with local community engagement, impact assessments, and development programs	36	

Content

Introduction

Foreword

Highlights

At a glance

Responsible  
businessSustainability  
focus areasReport  
references

## Glossary and abbreviations

<b>API</b>	American Petroleum Institute
<b>API RP754</b>	
<b>Apprenticeship</b>	A learning work placement for training a new practitioner of a trade or profession with on-the-job training and some accompanying study
<b>Barge</b>	Long flat-bottomed boat for inland ship transport on canals and rivers
<b>Berth</b>	Docking places at a quay for ships
<b>Biochemical</b>	A chemical liquid produced from renewable sources, such as bioethanol and biomethanol
<b>Biofuels</b>	Transport fuels that are generated from an organic source, plants or algae, such as corn, sugarcane, vegetable oil or animal waste
<b>Bunkering</b>	Supplying of fuels for use by ships, including storage and provisioning of fuel to vessels
<b>cbm</b>	Cubic metres (storage volume)
<b>CCR</b>	Central Control Room
<b>CDI - T</b>	Chemical Distribution Institute – Tanks
<b>Contractor</b>	Supplier of (outsourced) engineering and maintenance activities on a terminal site
<b>CO<sub>2</sub> emission intensity</b>	Ratio for: net CO <sub>2</sub> emissions, of scope 1 and 2, per 1,000 cbm storage capacity
<b>EED</b>	Energy Efficiency Directive (EU)
<b>EIA</b>	Environmental Impact Assessment Notification. Mandatory for all physical expansion projects in EU
<b>ESG</b>	Environment, Social and Governance
<b>ETS</b>	Emission Trading Scheme. EU trading scheme for annual CO <sub>2</sub> emissions rights of energy intensive companies, such as electricity production, refining and chemical production

<b>EV</b>	Electric Vehicles
<b>FSI</b>	First Sentier Investors
<b>GHG</b>	Greenhouse Gas Emissions
<b>GoO</b>	Guarantee of Origin (certificates for origin of renewable energy/ electricity sources)
<b>HS&amp;E</b>	Health, Safety and Environment
<b>HSSEQ</b>	Health, Safety, Security, Environment and Quality
<b>H2</b>	Hydrogen (gas)
<b>Jetty</b>	A landing stage or small pier at which boats can dock or be moored
<b>IMO</b>	International Maritime Organization
<b>IMO2020</b>	IMO rule per Jan 2020 that limits the sulphur in the fuel oil used on board ships operating outside designated emission control areas to 0.50% m/m (mass by mass)
<b>LNG</b>	Liquefied Natural Gas
<b>LOPC</b>	Loss of Primary Containment = unplanned or uncontrolled release of material (liquid) from primary containment
<b>LTI</b>	Lost Time Injury
<b>LTIR</b>	Lost Time Injury Rate (# of LTI incidents per 200,000 hours worked)
<b>LTIR1</b>	Lost Time Injury Rate (# of LTI incidents with LTI > 5 days, per 200,000 hours worked)
<b>MTC</b>	Medical Treatment Case (consultation or appointment of a doctor - in a hospital)
<b>Offset CO<sub>2</sub></b>	Compensation of CO <sub>2</sub> emissions scope 1 that cannot be avoided. E.g. by planting trees.
<b>Product</b>	Liquids from customers that are stored in bulk in the storage tanks
<b>PSEC</b>	Process Safety Event Count (# of incidents Tier 1 and Tier 2, API RP754)

<b>PSER</b>	Process Safety Event Rate (PSE T1&2 / 200,000 hours worked)
<b>PRI</b>	Principles for Responsible Investment
<b>PV</b>	Photo Voltaic (Solar power generation)
<b>RED</b>	Renewable Energy Directive (EU)
<b>Renewable Energy</b>	Energy generated by solar, wind, water power or biomass sources
<b>RWC</b>	Restricted Work Case (when an employee can perform selective work tasks)
<b>SDG</b>	UN Sustainable Development Goals
<b>SEVESO</b>	EU Council Directive for the control of major-accident hazards involving dangerous substances is a European Union law aimed at improving the safety of sites containing large quantities of dangerous substances. It applies to establishments that have an activity linked to handling, manufacturing, using or storing dangerous substances (i.e. refineries, petrochemical sites, oil depots or explosives depots)
<b>Supply chains</b>	End to end activities from extraction to refining and delivery to end consumers of liquid products
<b>Tier (1, 2 and 3)</b>	Incident Classification standard from the American Petroleum Institute (API)
<b>TIR</b>	Total Incident Rate (LTIR1 + PSER)
<b>Vessel</b>	Large boat with curved container to transport liquids
<b>VLSFO</b>	Very Low Sulphur Fuel Oil

Content

Introduction

Foreword

Highlights

At a glance

Responsible business

Sustainability focus areas

Report references



# Colophon

## Contact

Any questions or comments about this Sustainability Report or about Evos can be raised with:

Evos Management B.V.  
Westpoortweg 480  
1047 HB Amsterdam, the Netherlands  
Harbour No. 7750

Email: [communication@evos.eu](mailto:communication@evos.eu)  
Website: [evos.eu](https://evos.eu)

## Design and realisation

CF Report, Amsterdam

Publication date: October 2021