

ESG

Sustainability  
Report  
2020

#Togetherweare**STRONGER**





# CORPORATE PROFILE

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## CORPORATE PROFILE

Leader in environmental management in Brazil, we are Ambipar, a Brazilian multinational that offers integrated solutions for the entire value chain, with the mission of **contributing to make companies and society more sustainable, preserving the planet for future generations.** [102-5](#)

We prioritize safety, as a rule of thumb, in all our operations, due to the characteristics of our business. Our solutions aim to add value to customers' products and services, minimizing risks and generating a positive impact on the environment and society.

We provide total waste management solutions, with a focus on repurposing, based on the circular economy concept, especially with the treatment, reuse, repairing and recycling of materials. We also operate responding to accidents with chemicals and pollutants; fighting fires; during environmental emergencies on highways, railways, airports, ports, industries, mining companies and pipelines; and natural disasters. In 2020, due to the new reality established by the Covid-19 pandemic, we included solutions for disinfecting environments to prevent the spread of the virus in our portfolio.

Thus, our businesses are structured in two segments that have synergies: *Environment* and *Response*. To provide them with technology and innovative solutions, we maintain a Research, Development and Innovation Center (RD&I). [102-6](#)

Over the past 10 years, we have begun an accelerated cycle of acquisitions, in Brazil and abroad, investing in more than 20 acquisitions. Thus, at the end of 2020, we were present in 14 countries - where we had over 200 operational bases - and managed a portfolio of more than 11 thousand and 500 customers from about 20 economic sectors. [102-7](#)

With these credentials, we are the first environmental management company to go public on the São Paulo Stock Exchange (B3), in the Novo Mercado segment, which gathers companies that have the highest corporate governance standards. In the operation, we raised BRL 1.1 billion to implement the growth and expansion plan. [102-5](#) | [102-7](#) | [102-10](#)

We have also become a signatory to the Global Compact, from the United Nations (UN), formally stating our commitment to good governance and sustainability practices (ESG), inserting them into the day-to-day operations and investment decisions.



With 4,507 employees (3,827 in Brazil and 680 abroad) managed by a culture of socio-environmental responsibility and respect for ethics and compliance rules, we ended 2020 with a net revenue of BRL 701.6 million and an EBTDA of BRL 197.6 million, which represents an increase of 44.8% and 49.7%, respectively, compared to the previous year. [102-7](#) | [102-8](#)



## Mission, Vision, Values and Principles 102-16



### Mission

Contribute to make companies and society more sustainable, preserving the planet for future generations.



### Vision

To be recognized as a global reference in integrated environmental solutions that is customer oriented.



### Values

Believing and implementing entrepreneurship, professionalism, innovation, and sustainability.



### Principles

- Integrity and honesty while conducting business.
- Prohibition and zero tolerance towards corruption.
- Good corporate governance practices, good accounting and management principles and practices, clear, objective, and timely communication with investors and the capital market.
- Respect for people regardless of their hierarchical position, origin, skin color, ethnicity, culture, age, social level, physical capacity, religion, and sexual orientation, not tolerating any type of discrimination.
- Commitment to safety, health and the environment in all operations.
- Commitment to excellence carrying out activities and customer satisfaction.
- Correct and transparent relationship with employees, third parties, customers, and the overall society.
- Commitment to the quality of the work environment, ensuring the physical and moral integrity of employees.

# PORTFOLIO 102-2 | 102-4 | 102-6

## Geographic Footprint Map 102-4

**Países:** Angola, Argentina, Brazil, Chile, Scotland, United States, Netherlands, England, Ireland, Northern Ireland, Nigeria, Wales, Peru, Trinidad Tobago and Uruguay

### Ambipar Environment

**103** bases in all regions in Brazil

### Ambipar Response

**105** units in all regions in Brazil

**48** bases abroad

**14** countries in four continents: America, Europe, Africa and Antarctica



### OPERATIONS IN BRAZIL

	●	●	●
Midwest	9	11	20
Northeast	21	8	29
North	7	3	10
Southeast	50	69	119
South	18	12	30
<b>Total General</b>	<b>105</b>	<b>103</b>	<b>208</b>



We operate with environmental solutions based on the principles of the circular economy by reincorporating waste into production processes, reducing the use of natural resources and financial costs. Thus, we focus on business continuity and subsidize customers to improve their ESG (*Environmental, Social and Governance*) indicators.

- Waste management and recovery
- Co-processing
- Logistics, reverse manufacturing, and brand protection
- Collection and transportation of waste
- Environmental products
- *Management software*



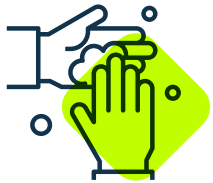
We are specialists in crisis management and response to environmental, chemical, and biological emergencies, capable of avoiding impacts on people's health, assets and the environment.

- Accident prevention
- Trainings
- Emergency responses
- Disinfecting environments
- Industrial Services
- Firefighting equipment



## 2020 HIGHLIGHTS

**Net income of BRL 49.5 million and EBITDA of BRL 197.6 million, advances of 39.6% and 49.7% compared to the previous year.**



**Set of internal actions and projects in the surrounding communities to contribute to Covid-19 prevention efforts.**

**Partnership with Williams Fire & Hazard Control** to represent the company that manufactures firefighting technologies in Brazil.



Process of international certification for carbon credits through the incorporation of **Ecosolo in agriculture.**

Publication of the Sustainability Policy approved by the Board of Directors.



**Food donations for the global Caixa do Bem campaign.**

Certification from the global initiative in the chemical sector: Together for Sustainability (TFS).

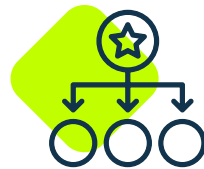
Signatories to the Global Compact, committing to the 10 universal principles and **also contributing to the achievement of the 17 UN Sustainable Development Goals.**



**Upgrade of the Carbon Z app, which enables calculating the ecological footprint of CO<sub>2</sub> emissions and proposals for neutralization.**

Creation of the Sustainability Committee and participation of the Sustainability Director (ESG) in the Board of Directors.

Acquisitions of software companies, reinforcing our performance in environmental management through technology and artificial intelligence in the *Environment* segment and in the North American territory in the *Response* segment.



**Engagement of the members of the Board of Directors towards ESG topics.**



**IPO at B3, raising BRL 1.1 billion in funds.**

Implementation of the 4.0 industry concept in waste management.



**Launching solutions developed by our Research, Development and Innovation Center (RD&I) that are relevant to the circular economy.**

### Entering B3: the beginning of a new era

To reinforce our growth through acquisitions and expand international operations, we were the first company in the sector to start trading in the São Paulo Stock Exchange - B3, on July 13, with the *AMBP3* ticker, after we conducted a successful IPO. Our business, valued at more than BRL 2.7 billion, attracted investors' attention due to the relevance of providing environmental services - in line, therefore, with the ESG agenda, which is increasingly valued by the market - and, in pandemic periods, by including projects related to preventing Covid-19, within the scope of the environment cleaning solution. These differentials helped our shares reach a 17.6% appreciation on our first day at B3.

## CERTIFICATIONS AND ACCREDITATIONS

- **Management Systems:**

ISO 9001: 2015 | ISO 14001: 2015 | ISO 45001: 2018 | ISO 22320: 2013

- **The Nautical Institute:**

ICS 300 | IMO HNS 1, 2, 3 | IMO OPRC 1, 2, 3 | UK MCA 1, 2, 3, 4

- **Responsible Care**

- **International Spill Accreditation Scheme (ISAS)**

- **International Spill Accreditation:** Freshwater Level 3 | Marine Level 3 | Shoreline Level 3 | On-land Level 3 | Training Courses

- **Achilles UVDB Audited:** Category B12

- **Together for Sustainability (TFS), international chemical sector certification**

- **Safety, Health, Environment and Quality Assessment System (SASSMAQ)**

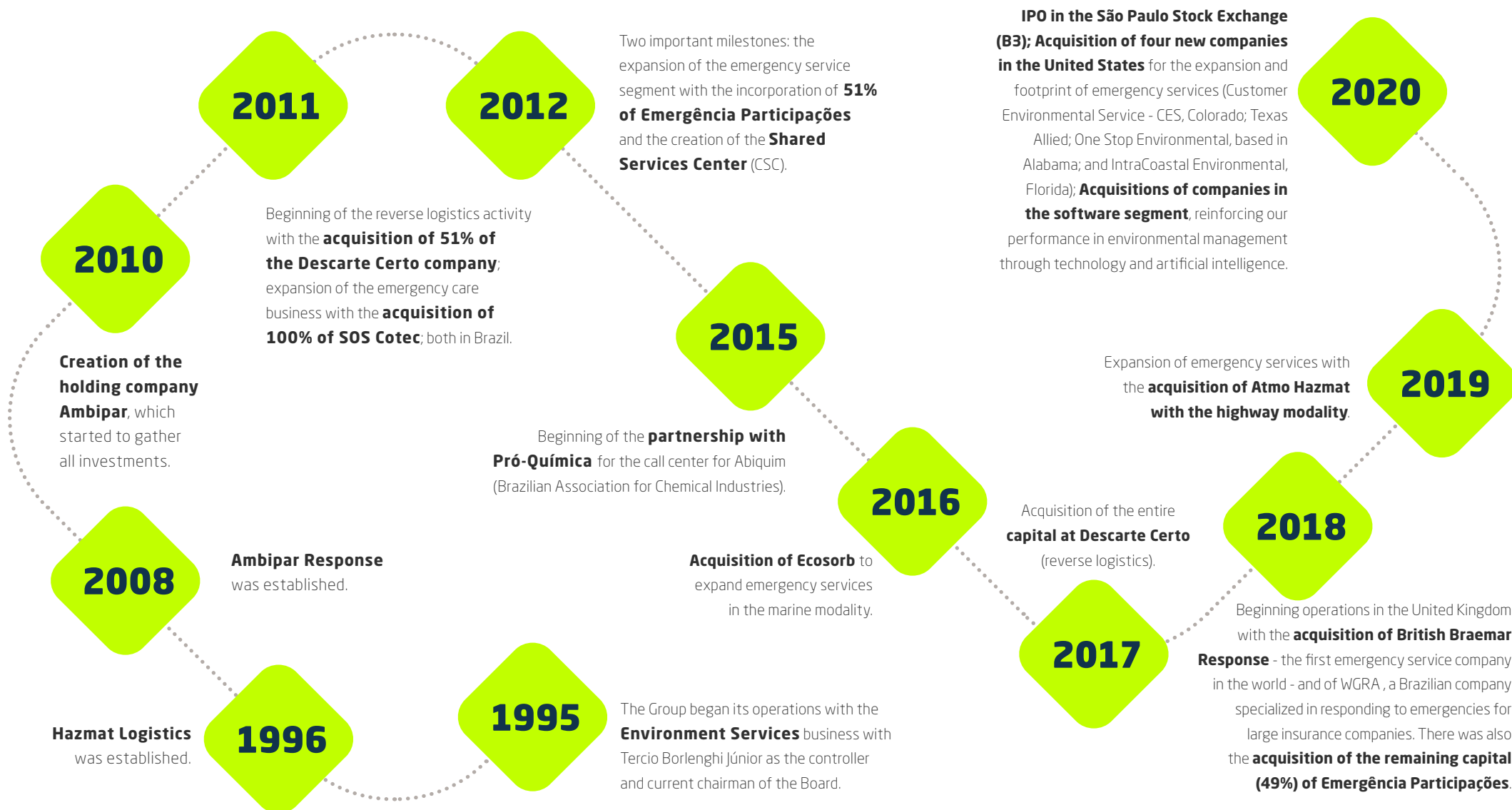
- **Cyber Essentials Certified:**

Complies with the requirements of the Cyber Essentials Scheme





# TIMELINE





## MESSAGE

From the Board of Directors

**11**

From Management

**12**

## MESSAGE FROM THE BOARD OF DIRECTORS <sup>102-14</sup>

2020 was a year with many challenges and great achievements for us at Ambipar. With access to the capital market, we became the first environmental management company on the Brazilian stock exchange (B3), reinforcing our origins and our purpose for innovation, solutions and pioneering in the segments we operate in.

Our *Environment* growth plan is based on a disruptive innovation strategy, using cutting-edge technology with research and development focused on waste repurposing and applying the circular economy concepts.

In the *Response* segment, we will continue to focus on our expansion plan in Brazil and abroad, with operations related to prevention, training, and emergency services, following international standards and guidelines with our own structure and a broad presence, ensuring our efficiency in response time, and reducing and mitigating possible environmental impacts.

The implementation of the strategy and long-term planning outlined by our Board of Directors have a diversified executive team, combining *expertise* and commitment to our Vision and Values.

For us, sustainability is a value that is part of our culture and business. Thus, our work is constantly respecting and valuing the environment and people, with a unique value proposition dedicated to the development of the best corporate governance practices and generating shared value for all of our *stakeholders*.

We are grateful for the partnership and trust of our shareholders, employees and everyone involved in this successful journey, which we will continue to commit to through our plan for growth, results and business continuity.

**Tercio Borlenghi Júnior** - Chairman of the Board of Directors







## MESSAGE FROM MANAGEMENT 102-14

**Dear readers,**

The Ambipar Group, throughout its 25 year history, has prepared to preserve the environment for future generations, with constant investments in a sustainable and innovative manner, in research and development to provide sustainable solutions for the waste generated by industries.

The first and major action towards this occurred in the pulp and paper industry, using the generation of organic waste (sludge) in the composting process and thus minimizing the waste disposed in industrial landfills.

Thus, we began a pioneer and innovative journey in the waste repurposing segment, differentiating ourselves from other companies in the market, which still focused on landfills. Currently, in the *Environment* segment, our main differentials are related to the repurposing, reverse logistics and circular economy – factors that place us in a prominent position in this market.

Likewise, in the *Response* segment, we understand that we needed to have differentials to achieve leadership in the emergency response market. With clear goals outlined and well-defined objectives, we initiated striking actions to achieve sustainable excellence in this niche. The actions included the expansion of our geographical footprint; the increase in the number of bases; the reduction in response time (SLA); promoting specialized training for operational teams, whether in Brazil or abroad; hiring managers with proven experience in handling emergencies on all transport modes (rail, road, airport, sea and pipelines); and the acquisition of appropriate equipment with embedded technology.

With both business units - *Environment* and *Response* - properly structured, robust and proven to be recognized in their segments, we have expanded our operations in order to not only work in the domestic market, but also in the international markets. Today we are present in Latin America, the United States, Europe, Africa and Antarctica. Our commitment to sustainability is spreading around the world.

Beyond this, we understand that our business potential is closely linked to our non-negotiable commitment to sustainable growth. With this modern business philosophy, at the Board of Directors we have also created a Sustainability Department focused on ESG initiatives. Currently, we operate internally and externally with environmental, social and governance actions.

We are structured and organized for growth in 2021, organically and through acquisitions, with a focus on sustainability and respecting the ESG criteria.

Thus, in March 2020, we started the IPO process amidst the pandemic. The IPO was a great success, and we reached the top of the established price range. In the middle of a health crisis, we remained resilient in our business, and saw the opportunity to launch a Covid-19 decontamination product, with all of the necessary safety protocols. The problem became a solution. Contributing to efforts against the pandemic and attracting clients from a variety of sectors who hired our decontamination service.

2020 was a year of transformations, and in 2021 we will continue to reinvent ourselves to remain at the forefront of our markets, with our main values on our minds: valuing people and sustainable growth.

May 2021 be an excellent year for all of us!

**Cristina Andriotti** - Ambipar Group CEO



**Our growth strategies for 2021 are focused on ESG criteria.**



**We reached the top of the mid-price range established.**



## ABOUT THIS REPORT

Materiality

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## ABOUT THIS REPORT

This is the first GRI Sustainability Report, an essential option, prepared by us, although we have always guided our performance by guidelines that include ESG initiatives. The document, which was submitted to external assurance, refers to 2020 and reports results of operations managed by both business units - *Environment* and *Response* - in Brazil. [102-45](#) | [102-50](#) | [102-56](#)

To define the content of this report and to meet the purpose of disclosing important information to stakeholders regarding the strategies, performance, results and challenges overcome, we conducted the process to prepare the materiality matrix. Thus, we raised the material topics to expose them according to the standard guidelines of the *Global Reporting Initiative* (GRI). [102-46](#) | [102-54](#)

To clarify any questions or receive comments regarding this publication, please contact us at: [esg@ambipar.com](mailto:esg@ambipar.com) [102-53](#)

### Materiality




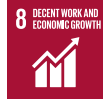














[102-40](#) | [102-42](#) | [102-43](#) | [102-44](#) | [102-46](#) | [102-47](#)

In order to determine how to approach the issues addressed in this Sustainability Report and to establish an ESG strategic map, we are guided by the principle of materiality, which highlights the themes that are most important to *stakeholders*.

In the 2020 cycle, we carried out the first materiality process through the analysis of sector studies and methodologies related to ESG *ratings*, national and international trends and their potential impacts on our business. The process also involved interviews with our main managers to incorporate the internal and strategic vision.

The following topics and subtopics should be reviewed every three years, and they consolidate the list of material topics, based on the results of the survey conducted with the target audiences and their relevance to the business, reflecting the current market challenges. [102-47](#)



Material Topic	Material Subtopic	GRI	SDG Related
Relationship with stakeholders	Relationship with society Relationship with stakeholders Relationship with Suppliers ISP (social projects)	103, 204-1, 103, 308-1, 308-2, 103, 407-1, 103, 413-1, 103, 414-1, 414-2, 103, 416-1	  
Labor Practices	Training and Development Fair work benefits and practices	103, 401-1, 401-2, 401-3, 103, 404-1, 404-2, 103, 410-1, 103, 412-2	 
Occupational Health and Safety Management	Occupational Health and Safety Risks	103, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 403-10	  
Human Rights: Policies and Violations	Diversity and equity	103, 202-1, 103, 405-1, 405-2, 103, 406-1	  
Corporate Governance	Board of Directors Incentives based on sustainability performance Minority Shareholder Rights Code of Ethics, Conduct and Transparency Corruption and Conflict of Interest Impact on the value chain	Disclosures Gerais, 201-1, 103, 205-1, 205-2, 205-3, 103, 206-1	
Technology and innovation	Technology and innovation	103	
Environmental Policy and Management System	Energy GHG Emissions Climate Change Adaptation and mitigation Water and effluents Waste management	201-2, 103, 302-1, 302-5, 103, 303-1, 103-2, 303-5, 103, 305-1, 305-2, 305-3, 103, 306-2, 103, 307-1	    



# STRATEGY AND MANAGEMENT

Competitive advantages

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## STRATEGY AND MANAGEMENT 102-15

We have been preparing to go public since 2012, promoting a corporate reorganization and the structuring of the Shared Services Center (CSC) with a focus on organic and inorganic growth.

The business model in the *Environment* business unit results in long-term contracts with fixed revenues from total waste management, with a focus on recovery and based on the circular economy concept.

The *Response* business unit results in the availability of emergency response teams working on all transportation modes (road, rail, airport, pipeline and marine) with fixed and recurring monthly fees, in addition to additional compensation for emergency services. We also offer complementary services for highway concessions, insurance companies and the overall industry.

In 2020, after the IPO, we initiated a strong expansion plan opening 7 commercial branches (Sales Force), in addition to the conclusion of the plan to open 37 new operational bases with the objective of gaining efficiency and reducing the response time in the *Response* business unit.

Thus, we gain competitiveness and add value to our customers, as we promote the best ESG practices.

In addition, we have intensified our strategy of maintaining investments in international expansions through acquisitions. To assess these opportunities, we adopted criteria such as reputation, growth potential and synergies - in costs and revenues, geographies, customer portfolios, among others.

Throughout our journey, these parameters have provided security and tranquility to the process of incorporating 20 acquired companies.

### Competitive advantages

In the *Environment* unit - a modern view of waste management that addresses the needs of sustainable operations - we offer waste repurposing with its transformation into by-products and raw materials, which guarantees the application of the principles of the circular economy. Digital technologies are applied to the day-to-day operations, providing

transparency and traceability instantly and simultaneously, for our managers in the field and for our customers, generating complete reports or specific information whenever necessary. Our research and development as well as technological innovation efforts are adequate, tailored to the demands and specificities of our customers, fully supporting their sustainability indicators.

In the *Response* unit, we operate globally with cutting-edge mobile infrastructure and a specialized technical team. The territorial scope of our operational bases strengthens our presence so that we can provide agile services within standards of excellence, ensuring tranquility and security for our customers. We currently have the largest training center in Latin America, preparing professionals to work with a diverse scope of emergencies. In addition, we are responsible for editing the Handling and Transportation Manuals for Chemicals and Hazardous Products, as well as the documents related to the Prevention and Preparation for Occurrences on highways, ports, marinas, and terminals, which are consultation materials for specialized police.

### Disinfectant generates protection against Covid-19 for 24 hours

In 2020, professionals from our Research, Development and Innovation (RD&I) laboratory developed Ambiclean®, a long-lasting disinfectant (over 24 hour protection), capable of fighting Covid-19, with efficiency that has been tested and proven by the Institute of Biology at the State University of Campinas (Unicamp).

In response to a market demand for new disinfection technologies with a long-lasting effect, Ambiclean® provides greater security, since the cleaning, sanitizing or disinfection process must be continuous, especially in environments with large volumes of people circulating.

The disinfectant has been certified externally and has been used to disinfect environments in Ambipar's operations.

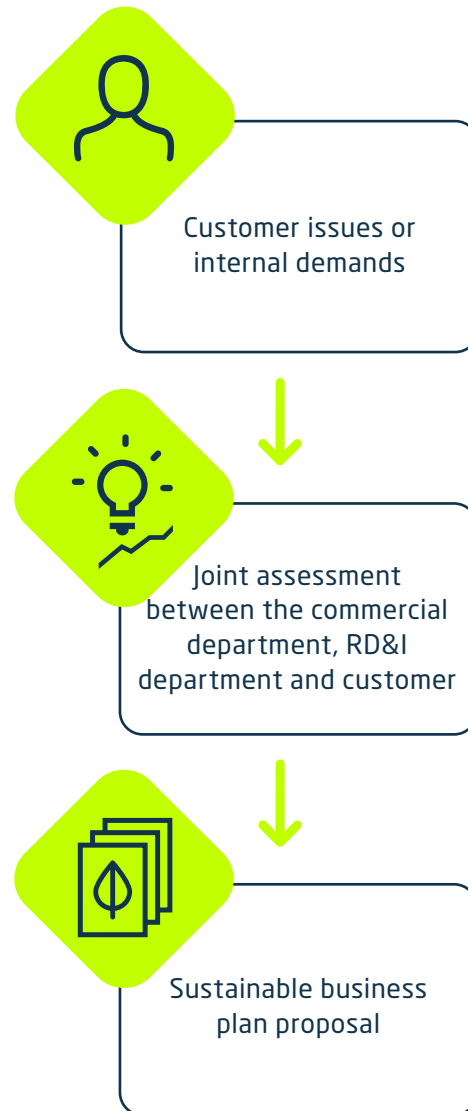


## Innovation

We have 14 registered patents and more than 25 technology, innovation and sustainability awards, based on the concept of the circular economy, with a focus on the low carbon economy. Our history and successful cases have demonstrated the excellence in services and the ability that the Company's researchers and managers must develop a new concept in research and development and green innovation.

The proposed solutions resulted from investments in the Research, Development and Innovation Center (RD&I), which grants us the capacity to serve customers in a customized way, understanding their needs and developing specific solutions. *(learn more about this in the following RD&I solutions)*

In addition, the RD&I area meets internal strategies, developing products that prioritize alternatives that can generate value and positively impact the Company's ESG performance. Many of the projects are presented in a business plan format with the purpose of inserting sustainable products or connections (*green bonds*) into the economy. **103-2**  
**103-3 - Innovation and Technology**



## Research, Development & Innovation (RD&I) Solutions

Our Research, Development & Innovation Center, located in the Operational Complex of Nova Odessa (SP), has a modern infrastructure including professionals that are trained to develop solutions for water reuse and treatment that consider the needs of our customers, operational safety and impacts on society and the environment, in a sustainable and economic way.

Thus, customers rely on our *expertise* for the development of innovative solutions for waste repurposing, which includes the creation of new products and the development of processes.

Among the projects developed in 2020 at the Research, Development and Innovation Center (RD&I), the following stand out:



**Collagen soap** - Due to the demand of the pharmaceutical industry that generate waste from vitamin and drug capsules - disposed in landfills in the past -, we repurpose the material, transforming it into a base for soaps and other cleaning products. Dermatologically approved with reduced production costs.



**EcoAlcool** - The large amount of sugar and grain waste, such as corn and soybeans, was incorporated into the production of ethyl alcohol. The product is widely used in flavorings and essences.



**Pet masks** - Through partnerships with specialized textile industries, we developed N95 masks with a polyethylene terephthalate (Pet) bottle, and its composition includes recycled material. Initially, the production was distributed among institutional environmental campaigns by one of our customers, but its widespread use is one more important action to fight the Covid-19 pandemic.

## Products supporting the feasibility of the circular economy

Both solutions developed include the concept of reusing industrial waste. The first solution is **Ecosolo**, made from mineral waste from the paper and pulp industry that would be disposed in landfills. The product can be used for the production of cement artifacts for construction, serving as a sub-base input for rural roads. The product, which has a quality certification regarding its resistance, has a positive impact on the environment and society, since it reduces the need for mineral resources; reduces the generation of dust that impacts the health of the surrounding population; enables the permeabilization of water in the soil, investments in public infrastructure and social projects, among others. From an economic point of view, it contributes to improving the productivity in industries (vehicle traffic) and reduces costs with road maintenance.

Another solution is **Ecosolo**, an organic fertilizer, also made from waste from the paper and pulp industry. The result is a soil conditioner, that has been certified by the Ministry of Agriculture, Livestock and Supply (MAPA), as well as by IBD, the largest certifier for organic and sustainable products in Latin America, and from Ecocert Brasil. In 2020, an international certification effort for this product in agriculture began in order to generate carbon credits with rural producers.





## Specialization

We are considered a global reference in emergency training and response services. We have deep knowledge of the environmental legislation, which enables us to develop technical cooperation with public and private entities. In recent years, we have developed the Manual for Self-Protection of Dangerous Products - PP, which is currently undergoing its 14th edition and is a reference for handling hazardous products. The document is an important verification tool for the Federal Police that works on roads, airports, and ports.

In addition, we are members of several technical chambers and are also active at the Brazilian Association of Technical Standards (ABNT) for certain themes. We are also the only foreign company to participate in the United States NFPA Technical Committee, which unites representatives from the government, environmental entities, and chemical companies.

Our international expansion has been driven primarily by the demand from multinationals based in Brazil that need our services in their operations abroad, due to our recognized technical competence.

In the national environment, our competitive advantage is our presence all around Brazil. In addition, we use solutions developed by Ambipar during chemical emergencies, applying Eco Products with an enormous absorption capacity, which avoids generating even more waste during the services. The materials are kept in stock and supply 100% of our operational bases and are also sold.

Another difference, in the *Response* unit, is the Emergency Call Center (CECOE), located in Nova Odessa (SP), a toll-free service which receives national and international calls, directing the demand to the base that is closest to the emergency. The CECOE team works 24-7 with the support of a management software that has geolocation resources and approved equipment, enabling the management of more than 60 operations simultaneously. CECOE is certified by ISO 22320: 2013 (Emergency Management), which recognizes all management and monitoring services for emergencies, which includes the *Service Level Agreement* (SLA); support logistics and resources needed on the field; service reports; and the emergency completion process.

At all sites, we strive for the protection of the surroundings. To this end, we have developed risk analysis studies capable of anticipating, at the client's operations, the risks they are subject to and the consequences of such occurrences, including the mapping of the number of people, properties and public and private goods that may suffer the effects of an accident.

Along this line, we have also conducted simulated emergency training with the involvement of the resident population in the vicinity of the industries. The objective is to make people aware of the risks of activities considered dangerous and provide guidelines for emergency management plans.

## Latin American Multimodal Training Center

We have the largest multimodal training center in Latin America, equipped with specialized technical professionals, state-of-the-art equipment and materials. The center has a total 23,000m<sup>2</sup> area in the operational complex in Nova Odessa (SP) and we offer courses on how to operate in diverse emergency and occupational safety scenarios. The entire structure was created to guarantee the best training conditions for our employees and to offer emergency response training to the market.

With the objective of simulating real situations, the center has an industrial facility, a pond to simulate spills with dangerous products in water (oil spill), a supply sector, a Boeing airplane and a road, in addition to railroad scenarios, work at height, confined spaces and work with chemicals.



## Off-shore operation avoids gas emissions

We were hired to provide services during the destruction of cylinders stored at a customer's facility, located in Santos (SP). During 30 days of operation at sea, we eliminated the risk of leaks with toxic, pyrophoric, and flammable gases contained in the 115 cylinders.

In order to achieve this, we carried out a series of negotiations with the authorities, defining that the safest alternative would be to perform the service offshore. Thus, we developed the operational plan, to guarantee the safety of the chemical professionals involved, which included the assembly, on a raft, of all the necessary structure, in addition to the preparation of a second vessel, equipped with materials and equipment, where the team would be based until the services were completed.

For one month, all gases were neutralized through burning, pyrophorization and destruction processes. The cylinders had their valves removed and internal decontamination was also carried out so the materials resulting from the process could be recycled onshore.

## Geographic footprint

Ambipar has been working on expanding new operational bases over the years, however, 2020 was an important milestone in this regard. Based on a strategic mapping process, we expanded our bases by 54% to further strengthen the excellence of our services.

With global coverage, we reinforced a structure that currently guarantees services with a standard response time, staff and equipment.

Our contracts cover the national territory and also serve customers who operate in other countries. When necessary, we establish partnerships with specialized companies in places where we do not have operational bases.

The launch of the largest Emergency Assistance Center (CECOE) in the country provided more speed for the identification of occurrences and, consequently, more precision in planning the strategies adopted for each situation.

**54%**  
expansion of our  
operational bases  
in the Ambipar  
Response unit  
around the world.



# CORPORATE GOVERNANCE

Governance structure

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## CORPORATE GOVERNANCE

Ambipar's corporate governance model was implemented even before we planned to go public in 2020. Our performance is guided by an ethical and transparent conduct in business management, following the B3 Novo Mercado requirements.

The Board of Directors is responsible for administrating the company as the main decision-making body, and the Executive Board, subject to the legal and statutory powers and attributions.

Institutional information, results and economic and financial performance can be accessed on our website:



[Website](#) Ambipar Group

### Governance structure 102-18

Our governance bodies in Brazil are the Board of Directors (CA), the Fiscal Council and the Executive Board, which are assisted by specific committees: Audit, Conduct and Sustainability.

In February 2020, we released our Policy for the appointing Members of the Board of Directors, Committees and Executive Board, which determines the criteria that must be followed during the nomination process, complying with the

best corporate governance practices. Thus, the committees must be established considering the diversity of knowledge, experiences, behaviors, cultural aspects, age ranges and gender, ensuring plural perspectives and a qualified and safe decision-making process

### Board of Directors

**102-22 | 102-24 | 102-26 | 102-27**

Consists of five members, two independent members, elected and dismissed by the General Shareholders' Meeting for unified two-year terms, with reelections allowed. During the process to nominate members, in addition to the legal and regulatory requirements, requirements of our bylaws, criteria such as alignment and commitment to our values and culture, and academic background compatible with the duties or minimum professional experience must be observed. Currently, there is one woman participating in the board of directors, which represents 20% of the total.

The Board of Directors is responsible for establishing the general direction of the business, including the definition of strategies and goals, ensuring excellence. Its mission is to protect and enhance assets, contributing with guidelines that make the business longevity feasible. Therefore, it is up to the Board of Directors, among other duties, to outline the business strategies and supervise directors and the subsidiary companies that are directly or indirectly controlled. It

is also the Board's responsibility to prevent and manage conflict of interest situations, with guidelines provided for in the Policy on Transactions with Related Parties and Other Situations Involving Conflicts of Interest, also approved in February, in addition to documents such as Bylaws, Internal Board Regulations and Code of Conduct & Compliance. **102-25**

Within the risk management scope, the Board of Directors, among other duties, must regularly assess the exposure and effectiveness of monitoring the risks we are exposed to, with the support of the Audit and Conduct Committees; approve our level of risk readiness; monitor compliance with the parameters defined in the Risk Management Policy (*learn more about this in the next chapter*); and raise awareness and monitor how management handles risks. **102-29**

In 2020, 7 Board meetings were held, in which, among other topics, the members assessed the impacts, risks and opportunities related to economic, environmental, and social aspects. **102-30**



#### **MEMBERS** **102-22 | 102-23**

**Tercio Borlenghi Júnior** - Chairman

**Onara Oliveira de Lima** - Member

**Yuri Brabcaglion Keiserman** - Member

**José Carlos de Souza** - Independent Member

**Marcos de Mendonça Peccin** - Independent Member

Our governance model is based on an ethical and transparent approach to business, following the Novo Mercado B3 principles.

#### **Executive Board**

Includes four executives - two of whom are women, and one is the CEO - who has the mission of conducting business according to the strategies outlined by the Board of Directors and our values and culture. The Executive Board is also responsible for the risk management process, which is considered in the strategic planning cycle and in the Company's management.

Through the General Meetings, the Executive Board must communicate how the business must be conducted and encourage the participation of shareholders in these meetings.



#### **MEMBERS** **102-22**

**Izabel Cristina Andriotti Cruz de Oliveira** - Chief Executive Officer

**Thiago da Costa Silva** - Chief Financial and Investor Relations Officer

**Dennys Spencer Maio** - Chief Operating Officer

**Luciana Freire Barca Nascimento** - Deputy Director

## Advisory Committees 102-22

We maintain committees to support and subsidize the attributions and decision-making process at the Board of Directors and Executive Board. In this sense, the committees report to top management regarding the critical concerns raised during follow-up meetings with leaders. 102-34



**Audit Committee** - Has three members including one coordinator. The committee's duties are: to supervise the quality and integrity of financial reports, adherence to legal, statutory and regulatory standards, the adequacy of processes related to risk management and the activities of the independent auditors.



**Conduct Committee** - has three members that are responsible for defining and disseminating the ethical values and principles that guide the professional conduct of the Ambipar Group and its employees. This committee is responsible for evaluating violations of the established principles, determining the most appropriate corrective action and reducing the subjectivity of personal interpretations about moral and ethical principles. 102-33



**Sustainability Committee** - has 8 members appointed by the Board of Directors, with recognized experience in affairs that are related to sustainability. This Committee's duties include discussing proposals for strategic management with a sustainability focus; supervise the quality and integrity of sustainability reports; adherence to legal, statutory, and regulatory rules; the creation of short, medium and long-term strategies and priorities that must be considered in the Company's decision-making process, considering business sustainability topics.

## Constantly improving performance 102-28

With a focus on continuous management improvement and as a way to support the members of the Board as they analyze their contributions towards constant improvement, a formal performance assessment will occur at least once per year. The assessments occur with the Board of Directors as a collegiate body; with each of its members, individually; as well as committees; the chairman of the Board and the directors. The chairman of the Board is responsible for conducting this process, and the use of a specialized external advisor is optional. The consolidated results of these assessments are disclosed to all members of the body. Each board member's performance is provided to him or her and to the chairman, and the analyzes are discussed during *feedback* sessions.

In addition, the Audit Committee also carries out a self-assessment, assessment of its members and their operating process - responsibility dynamics of each committee coordinator, at least annually. The results of the individual assessments are provided to the person assessed and to the Chairman of the Board of Directors.

The individual assessment process for each Director is carried out by the Board of Directors, which considers their performance and corporate goals annually defined according to our strategy.



## Code of Conduct & Compliance 102-17

The Code of Conduct & Compliance, implemented in 2017, is applicable to employees, suppliers, administrators, representatives, service providers and other business partners, establishing the minimum and non-negotiable standards that must be complied with based on our values and beliefs. Among suppliers, we guarantee their awareness towards our ethical standards through the inclusion of specific clauses, such as the confidentiality and anti-corruption clauses in all contracts.

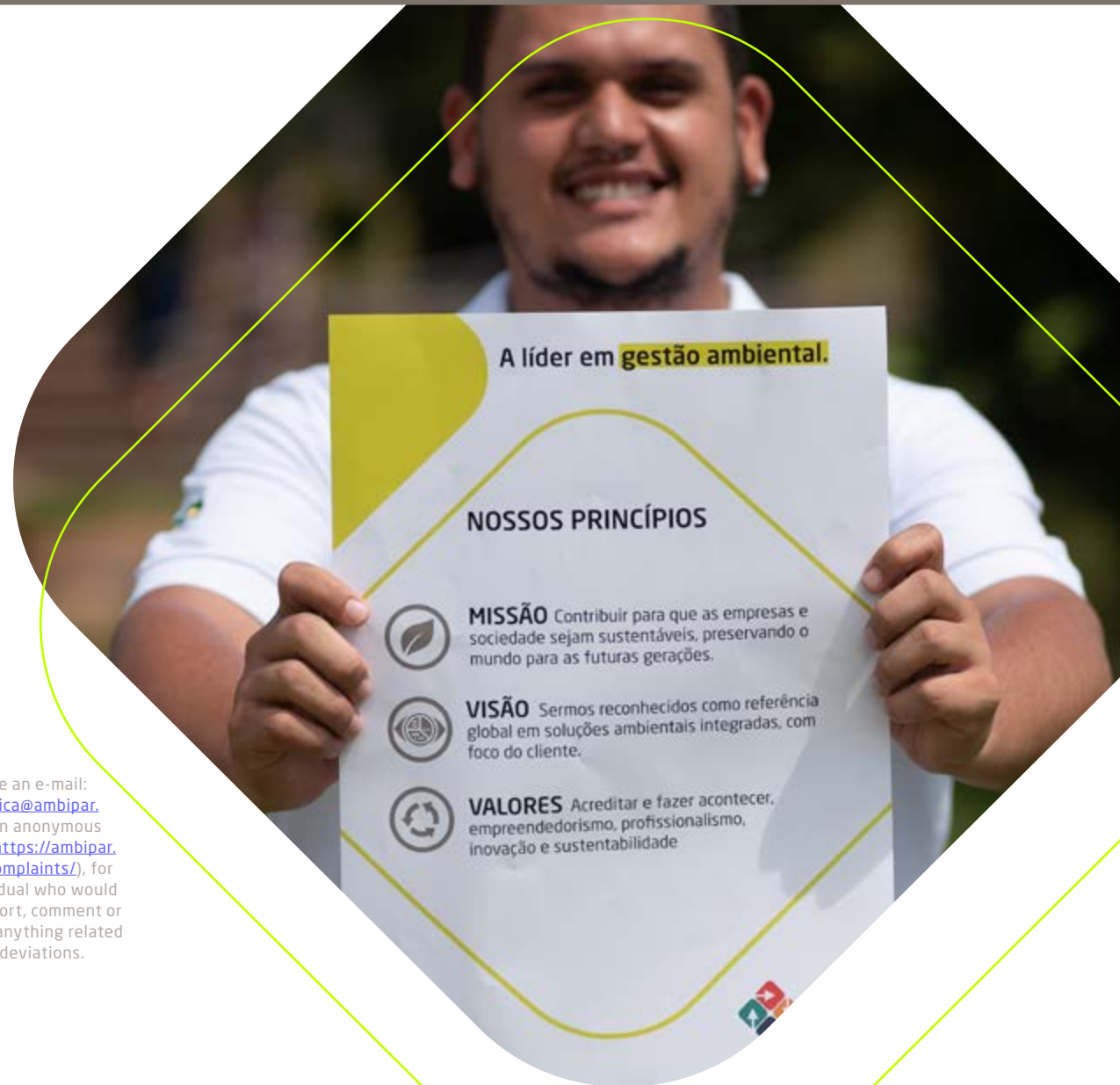
In 2020, in order to strengthen compliance initiatives, the Code was updated, in order to promote the involvement and commitment of all stakeholders towards fulfilling these ethical principles in day-to-day operations. The new version of the document was shared with 100% of the employees through our communication channels.

We also provide employees and suppliers with an institutional video on the topic, which is available at the Ambipar Group channel on YouTube (<https://www.youtube.com/watch?v=X4RwioGTZgQ>) and at [ambipar.ludospro.com.br](http://ambipar.ludospro.com.br).  
103-2 | 103-3 - Human rights assessment | 205-2 | 412-2

Complaints and cases of breaches of the Code of Conduct & Compliance are dealt with by the Conduct Committee. In 2020, there were no cases of corruption or bribery reported. *(Learn more about this in the Governance structure item of this document)*



We provide an e-mail: [canaldeetica@ambipar.com](mailto:canaldeetica@ambipar.com) and an anonymous channel (<https://ambipar.com/en/complaints/>), for any individual who would like to report, comment or question anything related to ethical deviations.



## Integrity Program - Ethics and Compliance

Integrity management within the Company is an essential requirement for good corporate governance, transmitting credibility and transparency to the activities carried out by Ambipar.

Our Integrity Program has three main focusses: prevention, detection and remediation of any practices that contradict the Laws, Rules and Internal Policies. This program is managed by the Conduct Committee, which works together with the Risk Management and Internal Audit teams. Complaints are promptly dealt with by the Conduct Committee, based on the parameters established in the current legislation and the principles established in our Code of Conduct & Compliance.

With a special focus on respect for human rights, fighting corruption and fraud, the program's scope is to foresee and avoid situations that may lead to breaches of conduct, in addition to assessing and dealing with possible reports. It also includes training for employees and all other stakeholders; the disclosure of the Group's Code of Conduct and its Policies; in addition to the existing reporting channels, including one anonymous channel. (<https://ambipar.com/en/complaints/>). **103-2 | 103-3 - Fighting corruption | 103-2 | 103-3 - Anti-competitive behavior**

During 2020, within the pandemic scenario, 20% of the employees participated in training through on-site or online lectures, covering the following areas / functions:



Also, in December 2020, when the International Day against Corruption is celebrated, the corporate platform was launched with dynamics related to the Code of Conduct & Compliance, accessed by 525 employees.

Based on our anti-corruption practices, considering the particularities of the operations, especially regarding the centralization of several commercial and administrative activities at the Nova Odessa (SP) and São Paulo (SP) units, we consider that 100% of the operations had their risk assessed in regards to corruption and bribery during the year. **205-1**

However, none of the cases considered by the Conduct Committee referred to acts of corruption committed by employees or business partners. There were also no lawsuits related to corruption. **205-3**



# RISK MANAGEMENT

Impacts, risks, and opportunities

**30**



## RISK MANAGEMENT

102-11 | 102-15 | 102-30 | 201-2

In 2020, our Risk Management Policy was reviewed according to the methodology by the Committee of *Sponsoring Organizations* - COSO and approved by the Board of Directors. The document presents our risk matrix and defines, among other aspects, our risk appetite, that is, the degree of exposure and tolerance that we are willing to adopt as we conduct our business and operational strategies in order to achieve our objectives.

Risk management is carried out by the Conduct Committee along with the Audit Committee. The assignment of these committees, among others, is to manage the risks that the Company is exposed to, based on the identification, assessment, treatment and continuous monitoring processes.

The entire process also counts on the participation of the Board of Directors, the Executive Board, the Internal Audit, as well as the *risk owner*, who is responsible for managing the risks associated with their operations.

Management encompasses the analysis of operational, administrative, financial, internal and external risks, which are constantly revisited, considering the socio-environmental impacts and opportunities that may influence Ambipar's business continuity. Our process is guided by our internal procedure "Planning, Control and Corporate Risks (PCRC)", prepared by the Executive Board.

Based on the Risk Management Policy, we classify our risks according to the following categories:



**Environmental risks** - Associated with losses resulting from negative effects on the environment and society.



**Strategic risks** - Materialized through the possibility of adopting an unsuccessful or ineffective strategy, which makes it impossible to achieve the intended returns.



**Financial risks** - These refer to: 1) the market, resulting from possible losses due to changes in policy and in the behavior of interest rates, exchange rates and share and *commodity* prices; 2) credit, associated with uncertainty regarding the receipt of amounts in contracts with borrowers, contract counterparts or those issuing securities; 3) liquidity, which deals with the inability to carry out a transaction within the agreed upon time frame, significant loss of value or lack of resources to honor commitments due to a mismatch between assets and liabilities.





The Policy can be accessed in its entirety on the Investor Relations website (<https://ri.ambipar.com/en/>), Corporate Governance, Minutes, Bylaws and Policies tabs.

We also have a specific channel to answer questions: [gestaoderisco@ambipar.com](mailto:gestaoderisco@ambipar.com)



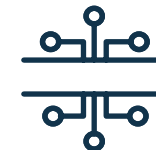
**Legal, regulatory and compliance risks** - Associated with legal or regulatory sanctions and financial or reputational losses resulting from failure to comply with laws, agreements, regulations, codes of conduct, including environmental matters. They include risks in labor lawsuits, tax issues, fraud in financial statements, misappropriation of assets and corruption, among others.



**Operational risks** - Result from the lack of consistency and adequacy of the information, processing and operations control systems; failures in managing resources and internal controls or frauds that make the activities improper; failures in the operationalization and measurement of the maintenance of services rendered; impossibility of assembling equipment, transporting and packing machines to perform the hired services; and the contracting party's inadequate structure for the operations.



**Political risks** - Related to political changes, global crises and economic unforeseen events.



**Technological risks** - Using technologies that the company does not have the skills for.



## OPERATING PERFORMANCE

Environment	<b>33</b>
Response	<b>34</b>





## OPERATIONAL PERFORMANCE

Our sustainable solutions are focused on the circular economy and are guided by *Environmental, Social and Corporate Governance* (ESG) practices, and we operate within two complementary and synergetic business units.

The Environment business unit has a major capacity for valuing customer waste and Response is a business unit that has the greatest expertise in the sector, with a highly specialized technical team and infrastructure.

In 2020, we maintained our pace for growth and expansion, with the acquisition of new clients and renewal of existing contracts, increasing EBITDA, profits and return on capital.

### Environment

The Waste Repurposing services meet the market demand on how to treat waste, transforming it into raw materials or by-products. Through our RD&I area, Ambipar Environment assists its customers with feasibility studies and the development of technologies for total waste repurposing. All of this work is based on the concept of the circular economy and meeting our ESG agenda.

The *Environment* unit has been developing the Industry 4.0 concept, implementing automation projects for operations, aiming at data fluidity, technological innovation, systems integration, and the use of artificial intelligence to improve operational performance. In 2021, we will have the first operation in the Pulp and Paper sector that will be using Waste Management 4.0 in Brazil.

The management *software* tools allow us to identify, in a solid and constant manner, the applicability of legislation in the waste management and transportation business. Environmental Compliance is replicated to our supply chain as a condition for approval.

In addition, based on the growing demand for repurposing recyclable waste, in order to generate revenue for Ambipar and for our customers, we invested in the construction of an *online* platform that commercializes recyclable waste.



### Complete repurposing

One of the sectors that the *Environment* unit provides services to is the paper and pulp industry, and we were able to recover 96% of the waste generated by one of our customers. In other words, the organic material stopped going to a landfill and was fully reused in the composting process. As for mineral waste, technologies were used to enable their application in the manufacturing process for cement artifacts, used internally for the client's infrastructure as well as for social investments in the locations where the company is present.

## Quick response stops fire spread

In 2015, our team was one of the first to access a customer's terminal in Santos (SP), which had been engulfed by a large fire that started in fuel storage tanks. Our professionals immediately joined the command post set up by the Fire Department of the State of São Paulo, participating in the emergency control decisions, which required handling our pumping equipment for the continuous application of Foam Generating Liquid (LGE) in the tanks on fire. We also helped drain the water accumulated in the internal area of the terminal, using high flow equipment, and inerting the tanks that contained butyl acrylate - since the systems responsible for the injection of the product inhibitor in the terminal were not operational. With our equipment, the fire was prevented from spreading to these tanks, which would increase the risk and control difficulties.

After the occurrence, our professionals continued providing environmental cleaning services in the areas affected by the contamination from the fire and implementing actions to prevent another accident during one year.

## Response

The *Response* unit operates with three focusses: training, prevention, and emergency services for all transportation modes. We create unique competitive advantages as well as several entry barriers, with global infrastructure, technical staff with specialized and regulatory knowledge. Our work is carried out with a high standard of safety to ensure our peace of mind for our customers.

In 2020, we expanded new bases (37) and strengthened the existing ones, thus becoming the largest emergency response company in Brazil. Thus, we stand out in the market with a greater geographic presence and a low response time (SLA).

Our service vehicles have on-board technology with equipment and materials to service a variety of types of chemical products, such as: flammable gases, corrosive gases, flammable liquids, corrosive liquids, viscous liquids, among others. Air and energy supply is guaranteed by generators and compressors embedded in the vehicles.



**37**

**We strengthened our operations with new bases deployed in 2020.**



**ECONOMIC/  
FINANCIAL  
PERFORMANCE**





## ECONOMIC-FINANCIAL PERFORMANCE

2020 was marked by the global crisis in all sectors of the economy due to the Covid 19 pandemic. However, the Ambipar Group has proven its solidity and resilience, by working in adverse scenarios with a pioneer and innovative spirit, developing solutions capable of meeting market demands.

In this sense, we had growth in all our financial indicators, in line with our strategic and budget planning approved by the Board of Directors. **103-2 | 103-3 - Economic Performance**

### Results 201-1

Consolidated net revenue totaled BRL 701.6 million, an increase of 44.8% over the previous year. *Environment* and *Response* 's net revenue grew 30.5% and 61.1%, respectively, compared to 2019.

EBITDA was BRL 197.6 million, representing an increase of 49.7% compared to 2019. Net Income was BRL 49.5 million, representing an increase of 39.6%.

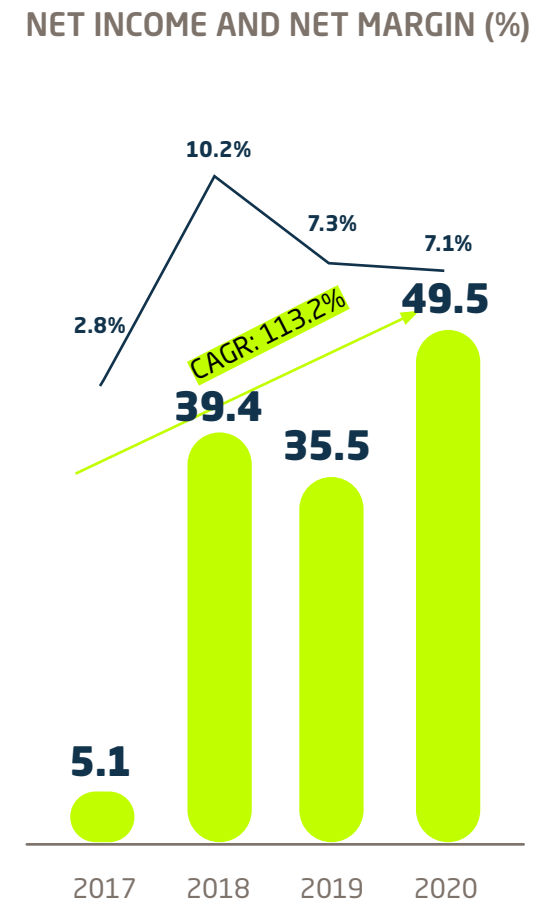
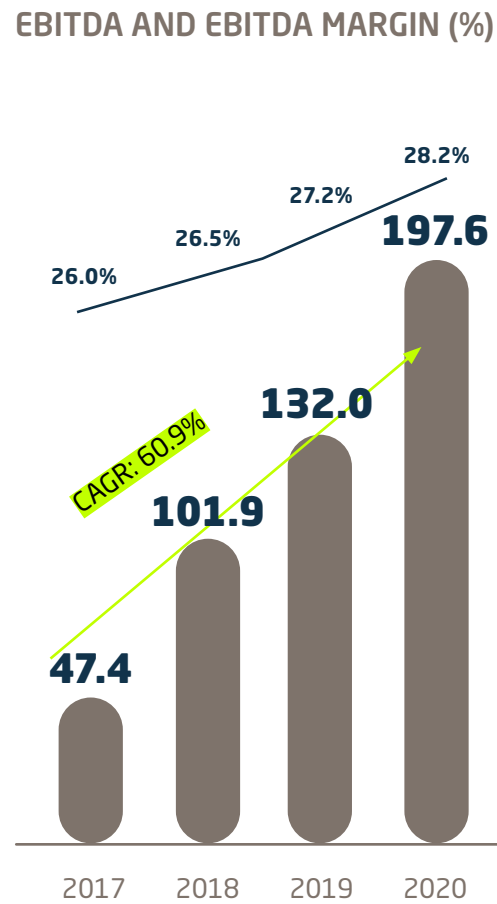
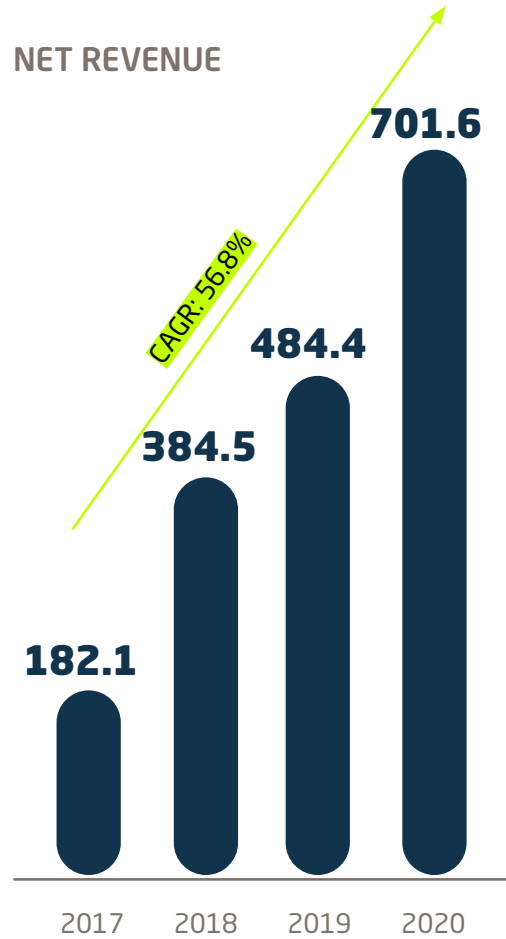
Below we can see the evolution of the financial results over the past three years, which presented a compound annual growth of over 56%, with an emphasis on profit that grew by more than 113% per year.

**+44.8%**  
in net revenue

**+49.7%**  
in EBITDA

**+39.6%**  
in net income

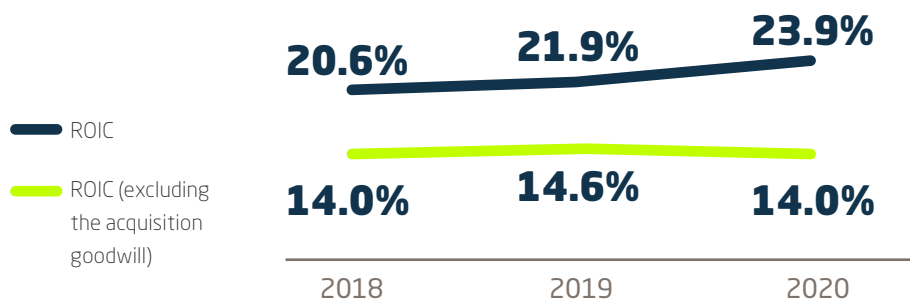






The financial information can be accessed on the Investor Relations website (<https://ri.ambipar.com/en/>)

One of the main financial indicators monitored by the Company is the return on invested capital (ROIC \*) and we can see the evolution over the years, as shown in the graph below:



\* Considers 30% tax rate for all years

## PERFORMANCE BY SEGMENT

MILLIONS (BRL)	ENVIRONMENT	RESPONSE
Net Revenue	R\$ 336,4	R\$ 365,2
EBITDA	R\$ 91,9	R\$ 105,7
EBITDA margin	27.3%	28.9%



**COMMITMENT  
TO PEOPLE**

## COMMITMENT TO PEOPLE 102-8

Ambipar values an attractive and inclusive work environment, and our people management practices are constantly evolving.

We are committed to publishing the Human Resources and Diversity policies approved by the Board of Directors and, thus, strengthen the commitment that we have already sought since the Company began. The document expresses our guidelines regarding gender equity and equal pay, and our stance against discrimination or any conduct that violates human. **103-2 | 103-3 - Diversity and equal opportunities | 103-2 | 103-3 - Non-discrimination**

In the day-to-day operations, we seek to promote diversity, regardless of gender, race, ethnicity, and sexual orientation. For example, concerning the "gender in the workforce" topic, in 2020, we had 36% women in management positions and 41% in management. For 2021, the Company plans to implement a program to develop and hire women for the technical and operational categories, thus increasing the participation of women across the board.



*"Diversity is essential for a company. Having different views, regardless of gender towards the same topic and situation, helps to find more efficient solutions."*

**Ana Santos Amorim,  
Operational Manager,  
Environment Unit**

In addition to keeping a woman at the head of the Executive Board, 41% of management positions are held by women.



*"I was surprised to arrive at Ambipar and find the most diverse and respectful corporate environment I have ever been in. I am talking about women in high positions in the hierarchy, a welcoming environment for the LGBTQ + group, an environment that integrates different generations in a productive way, with racial diversity as well."*

**Camila Paes,  
Supply Superintendent, Corporate**



*"In addition to supporting the professional growth of women, the company has an excellent organizational climate where everyone is encouraged to participate actively in strategic decisions."*

**Patricia Suraci,  
Operational and Administrative  
Manager, Environment Segment**







At the end of the year, we had 3,827 employees in our operations in Brazil (scope of this report).

<sup>1</sup> Interns and trainees were not considered.

<sup>2</sup> Interns and trainees were not considered.

Total number of employees <sup>1</sup> [102-8]	Response	Environment	TOTAL
	626	2.441	3.067
	198	562	760
<b>Total 2020</b>	<b>824</b>	<b>3.003</b>	<b>3.827</b>

Total number of employees <sup>2</sup> [102-8]	Response	Environment	TOTAL
South	84	268	352
Southeast	515	2.224	2.739
Midwest	33	123	156
Northeast	181	357	538
North	11	31	42
<b>Total</b>	<b>824</b>	<b>3.003</b>	<b>3.827</b>



## MATHEMATICAL RATIO BETWEEN THE BASE SALARY AND COMPENSATION OF WOMEN COMPARED TO MEN FOR EACH FUNCTIONAL CATEGORY (% - PERCENTAGE) 405-2

### PROFILE BY GENDER 405-1

Functional category		
Board	65%	35%
Management	59%	41%
Supervisor	70%	30%
Administrative	37%	63%
Technical	75%	25%
Operational	89%	11%

### PROFILE BY AGE GROUP 405-1

Functional category	Up to 30	From 31 to 50 years old	Above 50 years old
Board	3%	59%	38%
Management	11%	79%	11%
Supervisor	15%	67%	17%
Administrative	66%	33%	1%
Technical	25%	69%	6%
Operational	30%	54%	16%

Functional category	2020
Administrative	87%
Board of Directors / Executive Board	94%
Manager	119%
Operational	81%
Supervisor	111%
Technical	127%
<b>Total Average</b>	<b>104%</b>

To meet our objective of occupying a leadership position in the sector, we have the Shared Services Center (CSC), which consolidates all of the information related to employees, through our dedicated operations, or for those who work on behalf of Ambipar. Centralized management allows us to maintain multidisciplinary teams, working so that professionals reach their maximum potential and contribute to the efficiency and effectiveness of our processes. **103-2 | 103-3 - Employment**

Based on data on human capital managed by the CSC, the business units have autonomy to define strategies related to people, including recruitment requirements, establishing the profile for the position that will be occupied, the skills and competencies necessary, and the disclosure of available vacancies in a clear and objective way.



It is important to note that we prioritize internal hiring to encourage professional development and career development among our employees. Before looking for new professionals in the market, we disclose vacancies through our internal channels, however, when a new hiring process is necessary, we try to prioritize local workforce, to support the development of the communities surrounding our operations. In 2020, we had 6.53% of people moving to other areas. **401-1<sup>3</sup>**

## gender

## region

## age group

<sup>3</sup> The new acquisitions were not included in the indicators (Ambipar Green Tech / Compliance / Facilities)

			Total
New Hires	1,550	344	<b>1,894</b>
Dismissals	1,120	255	<b>1,375</b>

	North	Northeast	Midwest	Southeast	South	Total
New Hires	136	303	37	1,226	192	<b>1,894</b>
Dismissals	29	217	182	795	152	<b>1,375</b>

	Under 30 years old	Between 30 and 50 years old	Over 50 years old	Total
New Hires	753	960	181	<b>1,894</b>
Dismissals	555	669	151	<b>1,375</b>

Due to our broad geographic presence and employees spread across the country, we use several communication channels (digital and physical) to disseminate our values and our culture, ensuring that our employees have access to information. The digital channels include software for HR services, internal communications and online training. In addition, tools such as our website, blog, WhatsApp, e-mails and social networks are also used - LinkedIn, YouTube, Facebook, Twitter, Instagram - accessed by our employees. Some of our offline or physical tools include the Ambipar News magazine, in addition to management tables, folders, booklets and events to share important announcements.

of 2020, we had 80 collective conventions and maintained four collective agreements, with 100% of our employees covered. **102-41 | 103-2 | 103-3 - Freedom of Association and Collective Bargaining I 407-1**

In addition, we recommend that all social and environmental actions involve the internal public first and are then extended to customers, suppliers and communities. Thus, our Mission, Vision and Values, combined with quality and *compliance* policies, in line with management and leadership, aim to inspire all employees in their actions and in their interpersonal relations with society. **103-2 | 103-3 - Market presence**

### Collective association

Another important point, regardless of the country in which we operate, we act with a commitment to respect workers' rights, engaging in constructive discussions.















Thus, we guarantee Ambipar employees have the right to free association with union entities, according to the representative category and legal parameters, and allow unions to access our facilities whenever requested. This topic is specifically addressed in the Code of Conduct & Compliance. At the end

We also adopt regional or local policies regarding compensation and benefits, in compliance with the collective bargaining agreements in force. Our employees fall under salary levels according to the CCT (collective labor agreements) and / or CLT (consolidation of labor laws). Regarding benefits, in several locations, the collective agreements provide: food stamps, meal vouchers and basic food baskets, among others. We also offer a health plan with an amount that is equivalent to half the monthly fee, and a corporate dental plan with a monthly fee paid by the employee. **202-1 | 401-2**

The Labor Legal department interacts with Human Resources, analyzing the laws and rules applicable to employment contracts signed with employees, highlighting any innovations or legal changes, especially related to benefits. **402-1 | 103-2 | 103-3 - Labor/ Management Relations**

<sup>1</sup> Data considers 12 women who took maternity leave in the previous year, whose leave ends in the current year.

### Return to work and retention rates after maternity / paternity leave **401-3**

	Gender	2020
Total employees entitled to maternity / paternity leave (100%)		3,069
		758
Total employees who took maternity / paternity leave in the current year		53
		20
Total employees who took maternity / paternity leave, whose leave ends in the current year		53
		13
Total employees who took maternity / paternity leave, whose leave ends in the next year		0
		7
Total employees who returned to work after the end of maternity / paternity leave		53
		25 <sup>1</sup>
Total employees who returned to work after the end of maternity or paternity leave in the previous year and remain employed for more than 12 months - time considering the end of the current year		36
		6
Return Rate		100%
		100%



## Training and education

The training and skill development process is essential to increase the team’s knowledge, raising our quality and safety standards. We seek to go beyond the regulatory requirements in our management systems, which are certified by national and international standards.

In Brazil, professionals working in the *Response* segment comply with a calendar of theoretical and practical modules annually and undergo frequent update training at our Training Center. The employees who work with emergency response services undergo Hazmat training, developed based on national and international standards, to qualify the professionals who work with hazardous products. Response also has digital online courses on legislation regarding the transportation of dangerous products and the Emergency Assistance Plan.

In the *Environment* segment, training sessions occur regularly, directed to teams and based on the specificities in each area, which involves technical, legal, safety or operational updates. The large number of legal requirements, which require training in the waste area, requires a Training Plan applicable to the different functions that use unique tools for our operational units. In 2020, all employees underwent regulatory training and / or retraining and, furthermore, 60% underwent some type of additional training (13% women and 87% men).

In 2020, we dedicated efforts to train our leaders on technical issues related to the stages of Waste Management and Transportation. In addition, we provide our employees with training on Waste Management, Traceability, Quality and Safety Systems.

Employees who perform services aimed at *compliance* and auditing of the Management System are trained, with each update of the standard, and undergo Lead Auditor trainings provided by international certifiers. Thus, they become enablers and multipliers of the knowledge regarding requirements from international management standards (ISO). These employees also have full access to the online platform, which has more than 90 free courses about different areas of knowledge and concepts focused on sustainable management. **103-2 | 103-3 - Training and Education | 103-2 | 103-3 - Security Practices**

In addition to the mandatory training to improve teams, we also provide the Ambipar Group’s YouTube channel, *the* live sessions and *webinars* focused on the Company’s activities, which contribute to the personal and professional growth of all employees. The broadcasted content is shared, and dates are disclosed to everyone before. **404-2**

In 2020, the total hours of training was impacted due to the pandemic scenario, as most of our operational training is conducted on-site.

### TRAINING AND EDUCATION **404-1**

Functional Category	Total employees	Hours	Average hours
Supervisor	150	584	3.89
Technical	81	256	3.16
Operational	3,001	20,015	6.67
<b>Total</b>	<b>3,827</b>	<b>20,855</b>	<b>5.45</b>

## Health, safety and quality of life

[403-1](#) | [403-2](#) | [403-3](#) | [403-4](#) | [403-5](#) |  
[403-6](#) | [403-7](#) | [403-9](#) | [403-10](#) | [103-2](#) |  
[103-3 - Occupational Health and Safety](#)



The topic of occupational health, safety and quality of life is considered an Ambipar value, due to the importance of this topic for our business. Our structure includes the Quality, Safety and Environment Department and a specific coordinator for safety matters. Both business units are ISO 45001 certified, and *Response* also has the ISO 22320: 2013 certification on Emergency Management systems.

To guide how this topic is managed, we use the Integrated Management System Policy (SGI) for process control and operational analysis, which results in procedures and instructions for activities. We also have incident and accident indicators and methodologies for action plans, which are constantly monitored.

In the SGI policy there is an analysis related to Health, Workplace Safety, Environment and Quality, with guidelines for achieving the objectives set. The document's premises include meeting legal, contractual, and other applicable requirements, for quality, environment, safety and health at work; ensuring the continuous improvement of the Integrated Management System; and promoting health and safety by preventing injuries, accidents and occupational damage.

All operations are also conducted based on risk management principles and undergo environmental risk assessment, including accidents (mechanical), physical, chemical, ergonomic, and biological events. For the qualitative or quantitative analysis of these risks, we adopt national regulatory standards and, when there are no parameters, we comply with international ones, such as the *American Conference of Governmental Industrial Hygienists* (ACGIH).

Indicators of occupational accidents (employees and third parties) 403-9	Employees		Third Parties
	Environment	Response	
Number of deaths as a result of work-related injuries	0	0	0
Death rate as a result of work-related injuries	0	0	0
Number of high consequence work-related injuries (excluding deaths)	1 (severity 1.72)	1 (severity 0.82)	0 -
High consequence work-related injury rate (excluding deaths)	0.024	0.634	0
Number of work-related injuries that can be recorded	5 (frequency 0.12)	1 (frequency 0.13)	0 -
Rate of work-related injuries that can be recorded	0.121	0.634	0
Main types of work-related injuries	Lower limb fracture	Lower limb fracture	-
Number of work hours (h)	41,352,960	1,577,528	9,636

## Stop and Protect Yourself

The program aims to make employees aware of the need for accident prevention at work, eliminating possible causes motivated by human factors.

To identify hazards, risk assessment and to verify incidents, we analyze the skills required for each position, and upon fulfilling the determined requirements, the hired professional undergoes training or retraining related to health and safety at work that is applicable to his or her function. The effectiveness of the training is verified through a written test, monitoring the activity and an oral assessment. Every work accident is assessed according to an internal procedure that supports the preparation of an action plan so that the mitigating measures are applied.

During the year, we did not register deaths and cases of serious illnesses or health problems related to the work performed by employees or third parties.



### Staff trained in day-to-day operations

Employees undergo monthly training related to health and safety at work. In order to achieve this, we maintain a team of trainers trained externally to apply the training, which undergo an annual assessment performed by the *training* department. If there are no qualified instructors for certain subjects, we seek support from qualified external partners. The units also promote quick guideline exchanges, during the Daily Safety Dialogue (DDS) or Weekly Safety Dialogue (DSS).

Along with this, we also maintain the Stop and Protect Yourself Program (Programa Pare e Proteja-se), which assesses the employees' behavior, highlighting positive actions and leading authors to compete for awards on a quarterly basis. Those responsible for behavioral deviations receive yellow and red cards, which include disciplinary measures that will be applied. Those who only have green cards in the quarter are eligible to participate in the raffles.

In addition, in 2020, we launched a campaign about the 12 rules that save lives, established based on the risks identified during operations. The objective is that the employee assesses and has more responsibility when carrying out his or her activity, with the right to refuse to perform any task that places his or her life and / or the life of another person at risk.

Another program in place is the **Almost an Accident (Quase Acidente)**, in which the employee can anonymously report any deviations found that may represent a risk to health,

work safety and the environment. Another way of providing a warning is to directly seek the corporate work safety department in case it is a serious situation.

The description of the steps that will be performed, the dangers associated with them and the damage caused by accidents, as well as the application of control measures: elimination, replacement, engineering, administrative and / or individual protection, are also part of the assessment process for risks and danger.

### 103-2 | 103-3 - Occupational Health and Safety

Our safety policy also includes the right to refuse, which can be exercised by all employees who identify unmapped or out of control risks. They can refuse to carry out the activity by filling out the specific form and calling the leadership, who, in turn, must submit the operation for assessment by the Occupational Safety department. After risk mitigation measures, the professional may return to the activity. When there are no mitigating measures, the activity is suspended and or eliminated.



## Keep an Eye on the Road Program (Olho Vivo na Estrada)

Based on the premise that before a major accident, there were minor failures that were not properly addressed, the program encourages the driver to report deviations, enabling the adoption of corrective actions, as well as the prevention and elimination of unsafe attitudes.

Through a methodology that adds efficiency to the management and awareness of drivers, the program reflects on behaviors on the road, in addition to offering guidelines for the safe management of cargo, establishing a direct relationship between conscious behaviors and their impacts on society.

During trips, drivers write down the main detours found on the road, on a form. The data collected is analyzed by our directors to define awareness campaigns and safety training, as a way to avoid accidents.



## Security Squad

Ambipar conducts lectures and events related to safety at work, developed together with clients, to strengthen our employees' knowledge base and encourage a safe environment for operations.

Our security programs are always linked to the "Security Squad" campaign. This initiative was created to monitor the daily activities of our employees, reminding them about the risks and dangers of actions that are improvised or carried out with a lack of attention.

Each character has an objective and together they DEFEND SAFETY AND LIFE!



## Health and wellness

The occupational health service includes admission, periodic and return to work assessments, for job changes and dismissal, as well as a post-accident clinic and medical certificate. Annually, we conduct research on the values and quality of the service provided, with professionals dedicated exclusively to providing support and scheduling medical exams. We also comply with legal requirements, such as the Environmental Risk Prevention Program (PPRA), the Occupational Health Medical Control Program (PCMSO), the Environmental Control Plan (PCA) and the ergonomic report, among others.

We are deploying a medical clinic in the Operational Complex of Nova Odessa (SP), which should be completed in 2021 to assist employees and third parties. Our concern towards the health of our professionals is demonstrated through campaigns throughout the year, covering topics such as: Hypertension, Psychological and Mental Health, Diabetes, Obesity, Breast and Prostate Cancer and HIV / AIDS, in addition to flu vaccination campaigns. In addition, we maintain a policy on alcohol abuse and drug addiction.



We also developed communication materials aimed at addressing health and well-being issues and campaigns against smoking and alcoholism, which include specialist lectures.

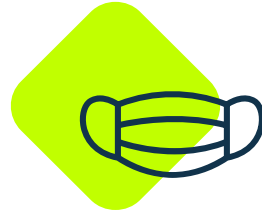
To encourage healthy eating, employees can benefit from the organic products grown at the EcoHorta, on the premises of the Nova Odessa Operational Complex (SP). The food is fertilized with Ecosolo, a fertilizer compound developed and marketed by us, certified by the Ministry of Agriculture, produced with residues from the paper and pulp industries. Harvesting is carried out by the professionals themselves, who can bring spices and herbs to their homes through the "Ambipar Market Day" program (Dia da Feirinha).



## Internal campaigns

We also seek to promote well-being and quality of life among our professionals. Several dates are celebrated, such as:

- Children's Day, when employees can take their children to visit their workplace;
- International Women's Day
- Pink October and Blue November are campaigns to prevent breast cancer and prostate cancer, respectively. On these occasions, our employees received pink and blue masks. In Bahia, a team went to the National Registry for Volunteer Bone Marrow Donors to register as donors. Other professionals also donated blood.
- We currently also organize other campaigns carried out annually for prevention and care for hypertension, psychological health, diabetes, obesity and HIV, among others.



### Fighting Covid-19

By focusing on the health and well-being of our employees, we have adopted several preventive measures against Covid-19, such as: available hand sanitizer, measuring employee temperatures at the entrance in company facilities; the supply of disposable masks; the possibility of conducting virtual medical check-ups; in addition to the installation of a decontamination tunnel at the Nova Odessa Operational Complex (SP).

We also promote safety dialogues on the subject daily, send emails and display institutional videos to reinforce the need to adopt hygiene protocols and other health measures. Weekly, we carry out the complete disinfection of our units to strengthen the Covid-19 prevention measures.

## Decontamination services make it possible for brits to get home

Our actions during the pandemic expanded beyond our infrastructure. When Covid-19 began to spread, we were hired, through the Response segment, by the UK Department of Health and Social Assistance. The objective was to assist in the decontamination of the Wamos aircraft, which would be used to evacuate 200 British and foreign citizens from Wuhan, the capital of the central China province - the epicenter of the pandemic.

The flight landed safely on February 9 at RAF Brize Norton, in Oxfordshire, the largest Royal Air Force station, after the aircraft was subjected to the strict control of our team that is specialized in decontamination services, working together with other agents, including Public Health England (PHE).

Among the activities conducted, class B clinical waste was removed, packaged in suitable containers and submitted to licensed locations. In addition, 12 trainers were decontaminated through the three-step process on all hard surfaces and a two-step process for soft surfaces. A six-hour decontamination period was also ensured before the aircraft was considered qualified for the rescue operation.

This was not our first experience with this type of work. We had already worked with H1N1, with Ebola cases, in Africa, and with Sars. In addition to successful results in previous occasions, the British government chose our services based on our skills in planning this type of activity, the appropriate equipment and the specialized team at Ambipar.



**COMMITMENT  
TO SOCIETY**



## COMMITMENT TO SOCIETY <sup>413-1</sup>

ESG principles are present horizontally in our businesses, spread across our value chain, and are an integral part of our strategies, which is why we have become signatories to the UN Global Compact and formally commit to contributing to the achievement of 17 Sustainable Development Goals (SDGs).

An important social aspect we work on is aligned with our logistics operations. We joined the Programa na Mão Certa, an initiative by the Childhood Brasil NGO, to mobilize governments, companies and third sector organizations to tackle the sexual exploitation of children and adolescents on Brazilian highways. Periodically, we hold lectures with drivers, as well as provide educational materials on the Company's trucks, and we also reinforce the program's disclosure in our internal communication channels. <sup>102-12</sup>

We reinforced our strategies and actions focused on social issues, through communication campaigns with society, published on our *blog*, *website* and social networks. We also have a *YouTube* channel to share efforts to promote awareness about socio-environmental responsibility and information related to the circular economy, reverse manufacturing, sustainability, among others.

During the year, we also sponsored events related to social development, such as the Sustainable Reconstruction Value Forum where we participated in industry discussions; the Digital Forum on Entrepreneurship, Business and Transformation; and Green Tech Latin America, which promoted *workshops* with global experts and presentations about technologies that have environmental impacts. We also sponsored the V Compliance Brasil Award and the 6th SETCESP Sustainability Award.

Ambipar maintains communication channels with society to receive complaints, suggestions and requests. On our website, we provide a specific channel for anonymous complaints (<https://ambipar.com/en/complaints/>). In 2020, four reports were received, and all were analyzed by the Conduct Committee to investigate the cases and implement necessary measures. <sup>102-34</sup>





Another channel is our emergency call center (0800 117 2020), which is widely disclosed, including the display of the number on all our vehicles, so that anyone can call us if there is an environmental emergency. **103-2 | 103-3 - Local communities**



### Sector participation

We are aware of the challenges we face ahead to contribute to the development of our sector. Thus, we actively participate in a series of entities that operate on issues that are essential to our business. Among which: Brazilian Chemical Industry Association (Abiquim); Brazilian Association for the Chlor-Alkali and Derivatives Industry (Abiclor); Brazilian Technical Standards Association - Brazilian Committee on Transport and Traffic (ABNT / CB-10 / CB-16 / CB-24); Brazilian Association for the Prevention and Control of Environmental Emergencies (ABPCEA); Brazilian Association for the Transportation and Logistics of Dangerous Products (ABTLP); Brazilian Association of Distributors of Chemical and Petrochemical Products (Associquim); Regional Chemistry Council (CRQ); Regional Council for Engineering and Agronomy (CREA); and National Fire Protection Association (NFA). **102-13**



### Social initiatives and campaigns

We contribute to social development through our own initiatives and support campaigns conducted by our customers, to benefit surrounding communities in their operational areas.

To strategically leverage this in line with our business, we will consolidate social initiatives and all of the campaigns organized by structuring an Institution. **413-1**

In 2020, we participated in the Caixa do Bem Global Campaign with the donation of a ton of food and, furthermore, we promoted a series of social assistance actions to strengthen Covid-19 prevention. **(Check the table below)**



## INITIATIVE



## BENEFICIARY



## MUNICIPALITY

Mechanical ventilator delivery	Municipal Health Department	Nova Odessa (SP)
Donation of 200 basic food baskets	Clube da Melhor Idade - Social Solidarity Fund	Nova Odessa (SP)
Donation of 80 basic food baskets	Casa da Criança	Santa Bárbara d'Oeste (SP)
Donation of five fire proximity suits	Volunteer Fire Department	Nova Odessa (SP)
Donation of 100 suits (overalls)	SAMU	Americana (SP)
Donation of chairs and air conditioning	SAMU	Suzano (SP)
Donation of 50 suits (overalls)	Santa Casa de Misericórdia	Piracicaba (SP)
Donation of 50 suits (overalls)	Fire Department	Americana (SP) e Santa Bárbara D'Oeste (SP)
Donation of 50 suits (overalls)	The City Council	Nova Odessa (SP)
Donation of 50 suits (impermeable overalls)	Department of Health	Barra dos Coqueiros (SE)
Disinfecting environments	Hospital e Maternidade Dr. Acílio Carreon Garcia, Basic Health Unit V and squares	Nova Odessa (SP)



### Partnership with clients in socio-environmental actions

Due to the particularity of our operations, part of our operations are carried out at our customers' premises, which gives us the opportunity to participate in the social and environmental actions and campaigns structured by them.

In 2020, we participated in a food collection campaign and the distribution of the Ecosolo, a compost generated from organic waste, was donated to the Young Farmer program (Jovem Agricultor), that we partner with. Also, together with our client from the Pulp and Paper sector, we assist in the disposal of cement artifacts, produced with inorganic waste from the operations. The product was used to improve squares and parks, benefiting the surrounding communities.

An important campaign carried out with customers, during this pandemic scenario, was the submission of masks and awareness material to reinforce their use and daily care.

### Relationship with suppliers 102-9

We value the partnerships and relationships with our suppliers, considering that they are a fundamental part of our value chain for the fulfillment of our strategic objectives.

In addition to reinforcing our ethical principles through the Code of Conduct & Compliance, we maintain a relationship that is based on the transparency of our operations. Our approval process includes a series of technical requirements, including the ESG criteria, to encourage the best management practices among our suppliers. We also maintain an ethics channel dedicated to receiving complaints, which are forwarded to those responsible.

We manage our suppliers through assessments and auditing, according to our Supplier Management procedure, which establishes the criteria for the assessment, selection, qualification, monitoring and reassessment of strategic suppliers (such as: machinery and equipment, products, maintenance parts, supply of fuel, PPE, uniform).

### Highlight: 100% of strategic suppliers are approved according to the environmental criteria for legal requirements

Due to broad geographic presence, our internal guideline is to value local suppliers. In corporate acquisitions, through the Shared Services Center (CSC), we have extended our reach to all of Brazil. However, in the scope of the business units, the Procurement area prioritizes purchases from local suppliers as long as they meet the criteria of the approval process. Currently, the concept of a local purchase is within a radius of 50 km from our main headquarters, located in Nova Odessa (SP), and the same rule is applied to other operational units. **103-2 | 103-3 - Purchasing practices | 204-1**

Additionally, we have a geoprocessing team that assists in the identification of service providers specialized in emergency care. Such a tool contributes to management agility, since it facilitates the process to hire qualified suppliers close to the locations where emergencies occur, when it is necessary to subcontract the *Response* segment.

The supplier management process is undergoing restructuring, in order to further consolidate instruments for the engagement and assessment of suppliers, in addition to encouraging an increase in local purchases. For 2021, one of our commitments is to apply the concept of sustainable purchases during the approval of strategic suppliers. **102-10 | 103-2 | 103-3 - Environmental Supplier Assessment | Social Supplier Assessment | 308-1 | 308-2 | 414-1 | 414-2**





**COMMITMENT  
TO THE  
ENVIRONMENT**

## COMMITMENT TO THE ENVIRONMENT

The commitment to the environment is intrinsic to our business, given our performance focused on environmental solutions. In 2020, we approved our Sustainability Policy at the Board of Directors (CA), which provides management guidelines for ESG aspects.

Through our Environmental Management System (SGA), we have implemented procedures to manage the environmental risks and impacts of our facilities and activities, seeking to introduce the best sustainability practices in each stage of our operations, in addition to what is required by law. **103-2 | 103-3 - Environmental Compliance**

Our initiatives stand out as they are aligning environmental preservation with the reduction of the impacts from climate change. We are investing in solar energy generation; in water reuse; in forest areas for carbon offset and neutralization; the use of an electric car to support customer operations, among other projects.

We develop programs and campaigns to encourage our employees to reduce consumption and the conscious use of natural resources. For example, the "Use Ethanol" campaign, which has already reduced the use of gasoline in our light fleet by 90%, reducing our greenhouse gas (GHG) emissions. Also, in celebration of Arbor Day, our employees carried out a volunteer action which involved planting 100 native seedlings, enabling the neutralization of approximately 163,400 kg of CO<sub>2</sub>.

In addition, through the Oksigeno Institute, we carry out educational campaigns with materials focused on communication and environmental awareness, as well as our open channels on YouTube, where we address more comprehensive and informative content on the environment.

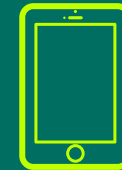


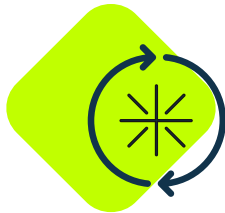
We have more than 42 hectares of preserved areas to offset our carbon footprint.



### Ecological Footprint App

In 2016, we created the *Carbon 2* application, which calculates the carbon footprint of people and companies / industries in a practical, safe and effective way. Based on this data collection we can perform the neutralization of CO<sub>2</sub> by planting native trees in degraded areas. The user receives the "Carbon Compensation" certificate, with the geographical coordinates of the planting site and is regularly informed about the growth of the trees.





## Waste

The Waste Management process developed by our *Environment* unit is based on generating environmental and economic value for customers. In line with the same concept, we implemented the Aterro Zero (Zero Landfill) project, at the Operational Complex of Nova Odessa (SP), developed by our technical and operational departments.

Selective collection and our employee engagement are the basis of this work. Through the Solid Waste Management Plan (PGRS), we guide our teams so that they may perform the efficient management of the waste generated, with the proper separation, storage, disposal and reuse, applying the circular economy concepts.

In 2020, we built a composting structure in the Operational Complex to treat organic waste.

Recyclable waste is sent to approved and licensed units that transform it into raw material or new products. The non-recyclable waste is transformed into CDR - Fuel from Waste and supplies the thermal systems in industries. Our hazardous waste is sent to co-processing units and, finally, our organic waste is bio converted into water discharged into the treatment network. Since November 2020, the organic waste generated at the corporate restaurant, which was previously disposed in the municipal landfill, about 14 tons / year, has been used for composting. **306-2**

We also work with the non-generation concept, distributing cups for permanent use to employees to reduce the volume of plastic waste at the Nova Odessa (SP) operations). **103-2 | 103-3 - Waste**

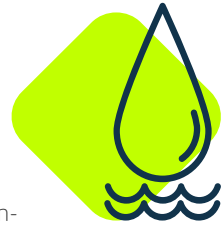


## Energy

We seek to implement actions aimed towards energy efficiency, in addition to developing projects that reduce energy consumption and the use of renewable energy in our operations.

This is why we started the Solar Power project, with the implementation of the photovoltaic system (1,773 modules) that will enable the annual / average generation of 956.7 MWh, scheduled to begin operating in the first half of 2021. By the end of the year, the Nova Odessa Operational Complex (SP) will have power self-sufficiency, and this initiative will be extended to other operational units, such as CTR Aracruz and CTR Guar.

With the increase in our self-generation of solar power, we estimate a reduction in energy purchases over the next two years (*baseline* 2020): 30% in 2021 and 60% by 2022.



## Water

In addition to the Solar Power project, we continuously promote awareness campaigns among employees to reduce the consumption of electricity in our operations. At the end of 2020, we recorded the use of 1,177,884.80 kWh (4,240.39 GJ) of electricity. **103-2 | 103-3 - Power | 302-5 | 302-1**

### Power consumed within Ambipar **302-2** 2020

#### Fuels from renewable sources

Diesel (L) 5,910,234.59

#### Fuels from non-renewable sources

Ethanol (L) 156,213.01

Gasoline (L) 110,937.65

#### Electric power consumed

Electricity (kWh) 1,177,884.80

Focused on the responsible use of water, we invested in initiatives to reduce consumption and promote reuse in operational units. At CTR Aracruz, CTR Guar and the Operational Complex in Nova Odessa (SP), we implemented the rainwater collection system, which was reused for watering gardens and cleaning yards. The volume of water collected is also used in the operations in the *Response* segment. As of 2021, the initiative will be expanded to other operations.

In 2020, in addition to the collection system, in Nova Odessa (SP), we implemented the treatment, which is fully automated, with a command center for monitoring the flow and controlling water use, using reverse osmosis filters to improve potability parameters.

During the year, the total water consumption in our building and operations was 7,158.58 m<sup>3</sup>. **103-2 | 103-3 - Water and effluents**

### Water consumption by source **303-5** m<sup>3</sup> MegaLitros

Surface Water 3,622.58 3.62

Groundwater 2,856.00 2.86

Water from third parties 680.00 0.68

**Total 7,158.58 7.16**



## Emissions

**201-2 | 305-1 | 305-2 | 305-3 | 103-2 | 103-3 - Emissions**

Ambipar has committed to climate change prevention, seeking to adopt strategies that adapt and mitigate the impacts on business and the value chain.

To improve our performance towards this topic, in 2020, we prepared the first Corporate Greenhouse Gas Inventory (GHG), considering operations in Brazil, following the standards of the *International Organization for Standardization* (ISO) norms and the *GHG Protocol methodology*.



The main emissions represented 84.04% and were related to waste transportation activities for customers and the *Environment* segment, which added up to approximately 14,076.884 tCO<sub>2</sub>e. The remaining Scope 1 emissions came from fugitive emissions, solid waste, mobile combustion, and stationary combustion.



Scope 2 emissions, related to the consumption of purchased energy, representing 0.4% of the total emissions, with 75.940 tCO<sub>2</sub>e from electricity consumption.

Scope 3 emissions, on the other hand, represented 15.54 % of the total emissions, with 2,702.427 tCO<sub>2</sub>e for business trips. The GHG Inventory did not include indirect emissions related to outsourced transportation, which should be calculated during the next few years.

To reduce GHG emissions, we are adopting a series of initiatives, such as: the constant renewal of the fleet and the use of an electric car to support operations; the Use Ethanol project; power generation through photovoltaic panels at the operational units; and the preservation of forest areas for carbon sequestration.



For more details about the Greenhouse Gas Emissions Inventory (GHG), visit our website: <https://ambipar.com/en/>

Scope <b>305-1   305-2   305-3</b>	TOTAL CO <sub>2</sub> e (t)	(%)
TOTAL SCOPE 1	14,610.377	84.1%
TOTAL SCOPE 2	75.940	0.4%
TOTAL SCOPE 3	2,701.427	15.5%
<b>TOTAL CO<sub>2</sub>e (t) (Scopes 1,2,3)</b>	<b>17,387.744</b>	<b>100.0%</b>

## We compensate 100% of the emissions

measured in our GHG (Greenhouse Gases) inventory by acquiring “verified carbon units” from the PACAJAI REDD + Project, which encourages the preservation of the Amazon Forest by increasing space for wildlife, biodiversity and reforestation

([carbonfootprint.com](https://carbonfootprint.com) - [Brazil REDD+ Reducing Deforestation](#) - Carbon Offsetting / [Verified Carbon Standard](#) - Project 981)

<sup>1</sup> The Corporate GEE Inventory included the following operations in Brazil: Ambipar Environment: Facilities, Logistics, Reverse, Compliance Soluções, Coprocessing, Corporativo, Eco Products, Indústria, Indústria/ Mineração/ Waste Logistics e Workforce. Ambipar Response: Marine, Outsourcing e Standby.



## Environmental compliance **307-1 | 103-2 | 103-3** - Environmental compliance

We manage compliance in all our operations based on environmental laws and health and safety standards, as well as the quality standards applicable to our activities, products and services.

Through our own computerized systems, we keep updating and assessing all legal requirements applicable to Ambipar’s businesses. Based on this, we manage operations with programs, indicators and action plans implemented and monitored daily, minimizing risks and impacts for our operations and our customer operations.

In 2020, there were not any non-compliance events related to environmental laws and / or regulations.



CORPORATE  
INFORMATION

## CORPORATE INFORMATION

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### Consulting Firm supporting us with the Materiality and Report

Keyassociados

### Graphic design and layout

Magenta Lab

### Translation (English and Spanish)

Confluence Translations

### Assurance

BDO RCS Auditores Independentes

### Acknowledgements

We would like to thank all the Ambipar professionals that have contributed to the creation of this report.







**#TogetherweareSTRONGER**

## GRI CONTENT SUMMARY



# GRI

## SUMMARY

GRI 102-55

GRI STANDARD	DISCLOSURE	COMMENTS	PAGE
GENERAL DISCLOSURES			
GRI 102: General Disclosures 2016	102-1: Name of Organization	Ambipar Empreendimentos S.A.	
	102-2: Activities, brands, products and services	Our brands, products and services are concentrated at Ambipar Environmental Solutions Ltda., Ambipar Response S.A., Ambipar Eco Products S.A., Ambipar Logistics, Ambipar Environmental Reverse Manufacturing, Ambipar Environmental Waste Logistics, Ambipar Compliance S.A., Ambipar Facilities, Ambipar Green Tech and Ambipar Cooprocessing Ltda.	5
	102-3: Headquarter location		62
	102-4: Location of the operations		5
	102-5: Ownership and legal form		3
	102-6: Markets served		5
	102-7: Organization size		3
	102-8: Information on employees and other workers		3, 40, 41
	102-9: Supplier chain		55

GRI STANDARD	DISCLOSURE	COMMENTS	PAGE
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	102-11: Concern Principle		30
	102-12: External initiatives		52
	102-13: Participation in associations		53
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GRI 102: General Disclosures 2016	102-14: Statement by the organization's senior decision maker		11, 12
	102-15: Key impacts, risks and opportunities		18, 30
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GRI 102: General Disclosures 2016	102-16: Values, principles, standards and behavioral norms		4
	102-17: Counseling mechanisms and ethical concerns		27
GOVERNANCE			
GRI 102: General Disclosures 2016	102-18: Governance structure		24
	102-22: Composition of the highest governance body and its committees		24, 25, 26
	102-24: Nominating and selecting the highest governance body		24

GRI STANDARD	DISCLOSURE	COMMENTS	PAGE
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	102-26: Role of highest governance body in setting purpose, values, and strategy		24
	102-27: Collective knowledge of the highest governance body		24
	102-28: Performance assessment of the highest governance body		26
	102-29: Identification and management of economic, environmental and social impacts		25
	102-33: Communicating critical concerns		25, 30
	102-34: Nature and total number of critical concerns		26, 52
STAKEHOLDER ENGAGEMENT			
GRI 102: General Disclosures 2016	102-40: List of stakeholder groups		15
	102-41: Collective bargaining agreements		44
	102-42: Identifying and selecting stakeholders.		15
	102-43: Approach to stakeholder engagement		15
	102-44: Key topics and concerns raised		15

GRI STANDARD	DISCLOSURE	COMMENTS	PAGE
REPORTING PRACTICE			
GRI 102: General Disclosures 2016	102-45: Entities included in the consolidated financial statements		15
	102-46: Defining report content and topic boundaries		15
	102-47: List of Material Topics		15
	102-48: Restatements of information	Not applicable. This is the first Sustainability Report published by Ambipar.	
	102-49: Changes in reporting	Not applicable. This is the first Sustainability Report published by Ambipar.	
	102-50: Reporting period		15
	102-51: Date of most recent report	Not applicable. This is the first Sustainability Report published by Ambipar.	
	102-52: Reporting cycle	Year.	
	102-53: Contact point for questions regarding the report		15
	102-54: Claims of Reporting in accordance with the GRI Standards	In agreement (Essential option).	
	102-55: GRI Content Index		64
	102-56: External assurance		80



GRI STANDARD	DISCLOSURE	COMMENTS	PAGE
ECONOMIC TOPICS			
ECONOMIC PERFORMANCE			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
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	103-3: Evaluation of the management approach		36
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	201-2: Financial implications and other risks and opportunities due to climate change		30, 59
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<b>ANTI-CORRUPTION</b>			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
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	103-3: Evaluation of the management approach		28
GRI 205: 2016 Anti-Corruption	205-1: Operations assessed for risks related to corruption		28
	205-2: Communication and training about anti-corruption policies and procedures		27
	205-3: Confirmed incidents of corruption and measures taken		28

GRI STANDARD	DISCLOSURE	COMMENTS	PAGE
<b>ANTI-COMPETITIVE BEHAVIOR</b>			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		28
	103-3: Evaluation of the management approach		
GRI 206: 2016 Anti-competitive Behavior	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	There are no pending or completed lawsuits related to this topic.	
<b>ENVIRONMENTAL TOPICS</b>			
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GRI STANDARD	DISCLOSURE	COMMENTS	PAGE
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GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		59
	103-3: Evaluation of the management approach		59
GRI 303: Water and Effluents 2018	303-5: Water consumption		59
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GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		59
	103-3: Evaluation of the management approach		59
GRI 305: 2016 Emissions	305-1: Direct emissions (Scope 1) of greenhouse gases (GHG)		59, 60
	305-2: Indirect emissions (Scope 2) of greenhouse gases (GHG) from the purchase of energy		59, 60
	305-3: Other indirect emissions (Scope 3) of greenhouse gases (GHG)		59, 60



GRI STANDARD	DISCLOSURE	COMMENTS	PAGE
<b>WASTE</b>			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		58
	103-3: Evaluation of the management approach		58
GRI 306: Effluents and Waste 2016	306-2: Waste by type and disposal method		58
<b>ENVIRONMENTAL COMPLIANCE</b>			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		57
	103-3: Evaluation of the management approach		57
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations		60

GRI STANDARD	DISCLOSURE	COMMENTS	PAGE
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		55
	103-3: Evaluation of the management approach		55
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria		55
	308-2: Negative environmental impacts in the supply chain and actions taken		55
<b>SOCIAL TOPICS</b>			
<b>EMPLOYMENT</b>			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		43
	103-3: Evaluation of the management approach		43
GRI 401: Employment 2016	401-1: New employee hires and employee turnover		43
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees		44
	401-3: Maternity/paternity leave		44

GRI STANDARD	DISCLOSURE	COMMENTS	PAGE
<b>LABOR/MANAGEMENT RELATIONS</b>			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		44
	103-3: Evaluation of the management approach		44
GRI 402: Labor/Management Relations 2016	402-1: Minimum notice periods regarding operational changes		44
<b>OCCUPATIONAL HEALTH AND SAFETY</b>			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		46
	103-3: Evaluation of the management approach		46
GRI 403: Occupational Health and Safety 2018	403-1: Occupational health and safety management system		46

GRI STANDARD	DISCLOSURE	COMMENTS	PAGE
GRI 403: Occupational Health and Safety 2018	403-2: Hazard identification, risk assessment and incident investigation		46
	403-3: Occupational health services		46
	403-4: Worker participation, consultation and communication on occupational health and safety		46
	403-5: Worker training on occupational health and safety		46
	403-6: Promotion of worker health		46
	403-7: Prevention and mitigation of impacts on occupational health and safety directly linked by business relationship		46
	403-9: Work-related Injuries		46
	403-10: Work-related ill health		46
TRAINING AND EDUCATION			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		45
	103-3: Evaluation of the management approach		45
GRI 404: Training and Education 2018	404-1: Average hours of training per year, per employee		45
	404-2: Programs for upgrading the skills of employees and transition assistance programs		45



GRI STANDARD	DISCLOSURE	COMMENTS	PAGE
<b>DIVERSITY AND EQUAL OPPORTUNITIES</b>			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2 The management approach and its components		40
	103-3 : Evaluation of the management approach		40
GRI 405: Diversity and equal opportunity 2018	405-1: Diversity of governance bodies and employees		42
	405-2: Ratio of basic salary and the remuneration of women to men		42
<b>NON-DISCRIMINATION</b>			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		40
	103-3: Evaluation of the management approach		40
GRI 406: Non-Discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	There were no discrimination cases reported in the Company during this period.	

GRI STANDARD	DISCLOSURE	COMMENTS	PAGE
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		40
	103-3: Evaluation of the management approach		40
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		40
<b>SECURITY PRACTICES</b>			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		45
	103-3: Evaluation of the management approach		45
GRI 410: 2016 Security Practices	410-1 Security personnel trained in human rights policies or procedures	100% of employees are trained in the security and <i>compliance Requirements</i> , which covers the anti-corruption and discrimination policy. In places where the door/reception service is outsourced (14.28% of the units), 100% of the teams receive the same training.	

GRI STANDARD	DISCLOSURE	COMMENTS	PAGE
<b>HUMAN RIGHTS ASSESSMENT</b>			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		27
	103-3: Evaluation of the management approach		27
GRI 412: Human Rights Assessment 2016	412-2: Employee training on human rights policies or procedures		27
<b>LOCAL COMMUNITIES</b>			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		53
	103-3: Evaluation of the management approach		53
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		52, 53

GRI STANDARD	DISCLOSURE	COMMENTS	PAGE
SUPPLIER SOCIAL ASSESSMENT			
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary		15
	103-2: The management approach and its components		55
	103-3: Evaluation of the management approach		55
GRI 414: 2016 Supplier Social Assessment	414-1: New suppliers that were screened using social criteria		55
	414-2: Negative social impacts in the supply chain and actions taken		55



# INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT

102-56

To  
Board of Directors and Stakeholders  
**Ambipar Group**  
**("Ambipar or Company")**  
São Paulo - SP

## Introduction

We were engaged by **Ambipar Group ("Ambipar or Company")** to present our limited assurance report on the information included in **Ambipar** Sustainability Report, for the year ended December 31, 2020.

## Management's Responsibilities

**Ambipar** management is responsible for the fair preparation and presentation of the information included in the **Ambipar** Sustainability Report, according to the criteria determined by the Global Reporting Initiative (GRI), in its Standards version and reporting option 'essential', and for the internal controls considered necessary to allow the preparation of this information free of material misstatement, whether due to fraud or error.

## Independent auditor's responsibility

Our responsibility is to express an opinion on the information included in the **Ambipar** Sustainability Report 2020, based on the limited assurance engagement performed according to Technical Notice of Ibracon (CT) 07/2012, approved by the Federal Association of

Accountants (CFC) and prepared based on Standard NBC TO 3000 – Assurance Engagement Different from Audit and Review, issued by CFC, which is equivalent to ISAE 3000 – International Standard on Assurance Engagements, issued by CFC, applicable to non-historic information. These standards require that we comply with relevant ethical requirements, including independence requirements, and that the engagement be performed to obtain limited assurance as to whether the information included in the **Ambipar** Report 2020, taken as a whole, is free from material misstatements.

A limited assurance engagement performed in accordance with NBC TO 300 (ISAE 3000) mainly consists of making enquiries to Management and to other professionals of the Company involved in the preparation of the information included on **Ambipar** Sustainability Report 2020. A limited assurance engagement also requires the adoption of

additional procedures, if we become aware of issues that lead us to believe that the information included on **Ambipar** Sustainability Report 2020, taken as a whole, may show material misstatements.

The procedures selected were based on our understanding of the aspects related to the gathering and presentation of the information included on **Ambipar** Sustainability Report 2020 and of other circumstances of the work, and on our consideration about areas where relevant misstatements may exist. The procedures included:

- Planning of the work, considering the relevance, volume of quantitative and qualitative information, and the operating and internal control systems used as basis for the preparation of the information included on **Ambipar** Report 2020;
- Understanding the methodology for calculations and the procedures for gathering indicators by means of interviews with the managers responsible for the preparation of the information;

(c) Following analytical procedures on the quantitative information and questioning on the qualitative information, and its correlation with the indicators disclosed in the information included in Ambipar Report 2020;

(d) Crosschecking financial indicators against financial statements and/or accounting records.

The works of limited assurance also included adherence to the guidelines and criteria of structure preparation of Sustainability Reports in the standard GRI, in its Standard version and reporting option 'essential', applicable in preparing the information contained in the Ambipar Report 2020.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited opinion.

## Scope and limitations

The procedures applied in the limited assurance report are substantially in scope than those applied in an assurance engagement intended to express an opinion on the information included in Ambipar Sustainability Report 2020. Consequently, they do not allow us to obtain assurance that we were aware of any or all significant matters that might be identified in an assurance engagement intended to express an opinion. Had we performed an engagement for the purpose of expressing an opinion, we could have identified other issues and possible misstatements that may exist in the information included in Ambipar Sustainability Report 2020. Consequently, we do not express an opinion on such information.

Non-financial data are subject to more inherent limitations than financial data, due to the nature and diversity of the methods used to determine, calculate or estimate them. Quantitative interpretations on the materiality, relevance and accuracy of data are subject to individual assumptions and judgments. Also, we did not perform any engagement on data informs for prior periods, or in regard to future projections and targets.

## Conclusion

Based on the procedures adopted, and described in the present report, nothing has come to our attention that would make us believe that the information included in Ambipar Report 2020 was not gathered, in all material respects, in accordance with the GRI, in its Standards version and reporting option 'essential', and according to the records and files that served as the basis for their preparation.



São Paulo, April 12, 2020.

BDO RCS Auditores Independentes  
CRC 2 SP 013846/O-1

Viviane Alves Bauer  
Accountant CRC 1 SP 253472/O-2

