

SUSTAINABILITY POLICY

Our sustainability strategy aims to integrate environmental, social, and economic considerations into our operations to ensure long-term viability while minimising our impact on the planet and society.

STATEMENT

Scope

This Policy outlines the principles that guide our daily operations and establishes how we expect management, employees, service providers, clients, visitors, and company representatives to act in accordance with the law and applicable company policies, procedures, and guidelines.

This Policy does not discriminate at any level and applies *equally* to *all* company associates.

Guidelines

Environmental Stewardship:

- **Reduce carbon footprint:** We will work towards reducing greenhouse gas emissions by adopting cleaner technologies, optimising energy efficiency, and promoting renewable energy sources.
- **Resource conservation:** We will implement measures to conserve natural resources, including water and energy, by promoting responsible consumption practices and investing in efficient technologies.
- **Waste management:** We will prioritise waste reduction, recycling, and responsible disposal practices to minimise environmental impact and promote circular economy principles.

Social Responsibility

- **Health and safety:** We will prioritise the safety and well-being of our employees, contractors, and stakeholders by implementing robust health and safety protocols and training programs to ensure a safe working environment.
- **Community engagement:** We will actively engage with local communities to understand their needs, support local initiatives, and foster mutually beneficial relationships.
- **Diversity and inclusion:** We will promote diversity and inclusion within our workforce, ensuring equal opportunities for all employees and encouraging a culture of respect and collaboration.

Innovation and Collaboration:

- **Research and development:** We will invest in research and development to foster innovation and develop new technologies and services contributing to sustainability goals.
- **Partnerships and collaborations:** We will seek partnerships and alliances with industry peers, government entities, and academia to leverage collective expertise and drive sustainability initiatives.

Ethical Business Practices:

- **Corporate governance:** We will maintain high standards of corporate governance, transparency, and accountability, and ensure compliance with applicable laws and regulations.
- **Supply chain sustainability:** We will collaborate with suppliers and contractors to ensure they adhere to sustainable practices, including responsible sourcing, ethical labour standards, and environmental considerations.
- **Stakeholder engagement:** We will actively engage with stakeholders, including investors, customers, employees, and local communities, to understand their expectations, address concerns, and incorporate their input into decision-making processes.

Monitoring and Reporting:

- **Performance tracking:** We will regularly monitor our sustainability performance to identify areas for improvement.
- **Transparent reporting:** We will communicate our sustainability efforts and progress transparently through regular sustainability reports, disclosing relevant data and engaging in external assurance processes where appropriate.

Responsibility

Company management is accountable for ensuring that the standards set forth by this Policy are communicated to all employees and that their conduct sets a good example.

Everyone's compliance with safe working procedures should help prevent accidents and injuries.

Violations

Adherence is mandatory, and any violation of this Policy and associated documented procedures may lead to disciplinary action or legal consequences.

Any service providers, clients, or visitors failing to cooperate with the company in this regard may be removed from the company premises and denied future entry.

Continuous Improvement

Senior management reviews this Policy annually and revises it as necessary to reflect changing operational conditions, new technology, government policies and legislation.