



# **SUSTAINABILITY POLICY**

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**Objective:**

Our company is committed to advancing environmental, social, and governance (ESG) initiatives across our operations, aiming to minimize our environmental footprint, promote social welfare, and ensure transparent and responsible governance practices. This policy outlines our commitment to both qualitative and quantitative sustainability targets, governance structures, and regular reviews to continuously improve our sustainability practices.

**Scope:**

This policy applies to all business units, functions, and geographical locations where our company operates. It covers both direct operations and our relationships with suppliers, contractors, and other business partners.

**Key Principles:****3.1 Environmental Sustainability:**

We commit to reducing our environmental impact by improving energy efficiency, minimizing waste, and promoting responsible sourcing of raw materials. We strive to align our practices with international standards for environmental protection.

**3.2 Social Sustainability:**

We will enhance employee wellbeing, promote diversity and inclusion, ensure fair wages, and protect human rights across our operations and supply chain. Our commitment to community engagement will also ensure positive contributions to the communities where we operate.

**3.3 Governance and Accountability:**

We prioritize ethical business practices, transparency, and accountability at all levels. Our governance structure will include clear roles and responsibilities for implementing and overseeing ESG initiatives.

**Quantitative Targets:****4.1 Carbon Emissions Reduction:**

- Achieve a **20% reduction** in carbon emissions by **2030**, based on current levels.

**4.2 Waste Management:**

- Ensure **100% of waste is recycled by 2025**, including all office and operational waste streams.

**4.3 Energy Efficiency:**

- Reduce energy consumption by **15%** within the **next five years** through the adoption of energy-efficient technologies.

**4.4 Employee Wellbeing and Diversity:**

- Increase female representation in leadership roles by 30% by 2027.
- Ensure that 50% of new hires across all regions are from diverse backgrounds by 2026.

#### **4.5 Sustainability Audits:**

- Conduct an annual sustainability audit to assess environmental, social, and governance performance against established goals.

#### **Governance and Responsibilities:**

The implementation of this policy will be overseen by the ESG Committee, consisting of senior executives and dedicated ESG officers. The Committee will ensure that the policy is adhered to and regularly updated to reflect new challenges and opportunities in sustainability.

Each department is responsible for incorporating sustainability objectives into their operations, and a designated ESG officer will be accountable for driving these initiatives. Senior management will review ESG performance at quarterly intervals.

#### **Review Mechanism:**

This policy will be reviewed annually to ensure it aligns with emerging industry trends, regulatory requirements, and our long-term sustainability goals. Progress toward quantitative targets will be assessed quarterly.

#### **Conclusion:**

By adopting this ESG/Sustainability Policy, we aim to foster a culture of responsibility, sustainability, and continuous improvement across our organization. This commitment will guide our operations, ensure compliance with international sustainability standards, and reflect our efforts in creating a positive social, environmental, and governance impact.