

ESG Policy



The company recognizes the importance of sustainability and establishes the following ESG policies as guiding principles:

Environmental Policy

- ✓ Comply with the applicable environmental laws and regulations related to our operations.
- ✓ Establish and monitor objectives and targets to enhance environmental performance.
- ✓ Evaluate organization's activities and services for environmental impacts and protect resources by promoting responsible use of natural resources across operations.
- ✓ Reduce environmental footprints through implementing appropriate energy reduction and efficiency improvement programs.
- ✓ Review and analyze environmental performance data for continuous improvement and integrate environmental considerations in our business planning and decision-making process.

Social Policy

- ✓ Ensure a safe, inclusive, and respectful environment, prioritizing employee health and well-being.
- ✓ Promote diversity, equity, and inclusion across all departments, with a focus on leadership roles.
- ✓ Encourage professional development and continuous learning through employee training programs.
- ✓ Uphold human and labor rights through social initiatives and positive impact programs.

Governance Policy

- ✓ Conduct business ethically, with integrity and transparency in all activities and stakeholder relationships.
- ✓ Ensure compliance with national and international laws and regulations on environmental, social, fiscal, and governance matters.
- ✓ Implement measures to prevent corruption, bribery, and unfair competition.
- ✓ Protect the privacy and data of clients, suppliers, and employees, maintaining high cybersecurity standards.
- ✓ Integrate ESG risks and opportunities into strategic and financial planning, and report progress transparently using international frameworks (GRI, SASB, SDGs).

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