



## CHEMANEX PLC

### **POLICY ON ENVIRONMENTAL, SOCIAL & GOVERNANCE SUSTAINABILITY**

#### **Policy Statement**

ChemaneX PLC believes that environmental, social and governance (ESG) performance is not only a matter of corporate responsibility but also a source of competitive advantage in the market and long-term value creation for all stakeholders including customers, investors, employees, regulators and communities.

The Company being engaged in importing, blending and distribution of industrial solutions for number of sectors in the economy, is committed to integrating ESG factors into its business strategy and operations.

#### **ESG Goals**

The broader environmental goals of the Company include reducing greenhouse gas emissions, increasing renewable energy use and minimizing waste and water consumption.

Social goals include enhancing employee wellbeing, supporting local communities and ensuring customer satisfaction.

Governance goals include adopting ethical business practices and ensuring compliance and risk management.

#### **Responsibilities**

The Board of Directors and corporate management have endorsed the ESG vision and strategy and have allocated resources and responsibilities for its implementation. The leadership team is responsible for communicating the ESG goals and expectations to all employees and stakeholders and fostering a culture of sustainability and responsibility.

The Company has also adopted a stakeholder-centric approach to ESG management. The organization has identified and engaged with key stakeholders such as investors, customers, employees, suppliers and communities to understand their ESG concerns, expectations and priorities and is planning to use various channels to solicit feedback and input from all stakeholders.

## **Reporting**

The Company will be transparent and accountable for its ESG performance and progress. The Company intends to provide periodic reports on its ESG performance, progress towards targets, and challenges faced, and lessons learned.

## **Training**

This Policy will be supported by training programs, workshops and awareness building for directors and employees to enable them to fulfil their roles and responsibilities under this Policy.

## **Amendments**

This Policy shall be reviewed by the Board of Directors periodically and updated as necessary to reflect changes in the business environment or regulatory requirements.

## **Point of contact**

For clarifications or further information regarding this policy, please contact the Compliance Officer of the Company.