



## **ENVIRONMENTAL POLICY**

### **Purpose**

Aztech Global Ltd. (the “**Company**” or “**Aztech**”) and its group of subsidiaries (collectively, the “**Group**”) recognises that its growth and success is linked to the wellness of the environment and the ecosystems in which the Group operates. Aztech recognises that businesses have the responsibility to preserve and protect the environment, and the ability to contribute positively to sustainable development.

As a responsible corporate citizen, the Group is committed to considering the impacts of the Group’s actions and programs on the environment both directly in terms of its operations, and indirectly through its purchasing decisions, the products and services offered to customers and the business opportunities it pursues. The Group is committed to minimising the impact of its operations on the environment and integrating environmental considerations in its business practices and processes.

In advancing its environmental stewardship, the Group seeks to protect the environment, continually enhance its environmentally friendly initiatives and comply with any applicable legal requirements of the country in which it operates.

### **Scope**

This policy applies to all Aztech employees and entities, and specifically to those responsible for its implementation, namely the business line leaders and local management of each entity of the Group. In recognising the importance of protecting the environment, the Group also requires its suppliers and contractors<sup>1</sup> to adopt the same or similar principles as outlined under the Group’s “Environmental Commitments and Guiding Principles” section of the policy.

The Group is committed to supporting responsible sourcing and enhancing the integrity of the supply chain. The Group works with suppliers to ensure compliance with the policy, remedy any shortcomings and drive continuous improvement.

The Group regularly assesses its environmental policy and the environmental risks faced by conducting due diligence and assessments within the organisation and across its supply chain.

### **Environmental Commitments and Guiding Principles**

The Group aims to advance environmental stewardship and promote sustainability initiatives across all its operations through the following measures:

- i) Comply with all applicable environmental laws and regulations;

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<sup>1</sup> Contractor is any person, company or other contracting party engaged to provide services to or on behalf of Aztech and its subsidiaries under a contract of services, either directly or indirectly (for example, through a third party). This includes agency workers, consultants, agents and suppliers.



- ii) Conserve resources and prevent pollution through implementing the appropriate waste management strategies and waste minimisation initiatives to refuse, reduce, reuse and recycle materials;
- iii) Maintain ISO 14001 certification for its environmental management system;
- iv) Regularly evaluate and improve its environmental management programs and set measurable targets which will enable the Group to achieve its aim of minimising any adverse environmental impacts that may result from the Group's business activities;
- v) Control the Group's air emissions, noise and wastewater discharge;
- vi) Ensure energy and water are used responsibly and conserved through innovative practices and procedures, and promote efficient energy usage in all business activities;
- vii) Adopt a green procurement programme that addresses the life cycle environmental impacts of products and services along with cost and functional performance and to purchase, and support the purchase of, environmentally friendly products;
- viii) Measure and analyse the carbon footprint of the Group's business activities and the impacts of the climate change mitigation strategies and other adaptation efforts adopted by the Group;
- ix) Educate and equip all persons working for and on behalf of the Group with the relevant knowledge and tools to enable them to achieve the aims of this policy in the course of their work; and
- x) Monitor and communicate the progress of environmental initiatives and measures adopted

### **Breach of Policy**

Employees may face disciplinary action resulting from their non-compliance with this policy. Disciplinary action may involve a verbal or written warning or, in serious cases, termination of employment or engagement with Aztech. Breaking the law may also subject the person(s) to be personally liable. Employees may be personally liable for any legal offences committed.

### **Addressing Environmental Impacts**

The Group recognises that steps and efforts are to be invested in identifying and addressing any actual or potential adverse impacts on the environment which may arise from the activities of the Group or its business associates. The Group manages these risks by periodically sending surveys and reviewing the responses received and taking the necessary corrective



actions. The Group will also continue to monitor the progress of the corrective actions and regularly update the Group's stakeholders on environmental matters.

The Group understands that environmental due diligence is an ongoing process that requires attention at all stages of the Group's business activities, which may include the formation of new business partnerships and changes in operation conditions which could impact, or potentially impact, upon the environment.

The Group also notes that different countries exhibit different risk profiles in relation to environmental issues. The Group shall, where appropriate, put in place additional due diligence measures to assess these risks and address them effectively.

The Group recognises the importance of engaging in communication with its employees, workers and external stakeholders, and in particular, individuals or groups who may be vulnerable or marginalised, such as local communities and indigenous peoples.

### **Remedy**

The Group has established a reporting, corrective and preventive framework to address any adverse environmental impacts and to evaluate the effectiveness of any remedial actions taken. The Group will continue to build awareness amongst its employees and workers in relation to environmental protection and sustainability initiatives as well as encourage them to report any concerns they may have to the individuals stated in the "Responsibilities" section below, without concerns of retribution.

### **Responsibilities**

Heads of Divisions/ Departments are accountable for compliance with the policy.

The Chief Sustainability Officer, Head of Legal & Corporate Affairs and Head of Human Resources (via Aztech's Whistle-blowing channel) are to be informed of any issues or violations arising in places where the Group operates.

Aztech expects employees to maintain the highest standards in conformity with this policy. Disciplinary measures shall be enforced against any Aztech employee who is in breach of this policy.

If employees have concerns about any breach of this policy, they have a responsibility to raise them through their reporting manager or the designated Environmental, Quality, Health & Safety officer for the location where they work, or if the employee prefers not to raise their concerns with these individuals, then to inform the Head of Legal or the Audit Committee Chairman at [whistleblower@aztech.com](mailto:whistleblower@aztech.com), in accordance with the Whistle-blowing Policy, at the earliest possible opportunity.