



Policy document

Environmental, Social and Governance

APPROVAL

The signatures below certify that this Policy has been reviewed and accepted and demonstrates that the signatories are aware of all the requirements contained herein and are committed to ensuring their provision.

| | Name | Signature | Position | Date |
|-------------|-----------------|---|--------------------|----------|
| Prepared by | Matt Rothnie |  | Head of QHSES | 01/05/21 |
| Reviewed by | Malcolm Cameron |  | Head of Commercial | 01/05/21 |
| Approved by | David Clark |  | CEO | 01/05/21 |

AMENDMENT RECORD

This Policy is reviewed to ensure its continuing relevance to the systems and process that it describes. A record of change and/or contextual additions or omissions is given below:

| Page No. | Context | Revision | Date |
|----------|-------------|----------|----------|
| | First issue | 0 | 01/05/21 |
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COMPANY PROPRIETARY INFORMATION

The electronic version of this Policy is the latest revision. It is the responsibility of the individual to ensure that any paper material is the current revision. The printed version of this manual is uncontrolled, except when provided with a document reference number and revision.

Policy Overview:

At Vysus Group, we are naturally progressive, always seeking to inject insight, innovation, and creativity into everything we do.

We know that protection of our environment alone is not enough. All Vysus Group operations shall focus on both the protection of our environment and increasing the sustainable ways in which we, our valued clients and service partners work.

We actively strive to maintain ethical business relationships, along with a principled supply chain, to combat fraud, corruption, and bribery.

Policy Principles:

At Vysus Group, we want to make a positive impact on the communities which surround us.

Vysus Group are committed to:

- Act in accordance with the laws, environmental standards, regulations and relevant standards of the countries in which we operate,
- The prevention of pollution and to continually improving our environmental performance, by taking actions and supporting initiatives to increase the sustainability of our operations,
- Efficient waste and emissions management, through the lifecycle of our operations,
- Ensuring that employees, and associates, are free from conflicts of interest which could adversely influence their judgement, objectivity, or loyalty in conducting business activities, and which could compromise our independence and integrity,
- Value and empower our people, and those we engage with, and respect their rights as determined by the International Bill of Human Rights,
- Supporting community involvement and development, working with local stakeholders in the areas in which we operate,
- The recognition of the positive benefits that diversity, in all its forms, can bring to our business and operations.

In Support of this Policy Vysus Group will:

- Develop and maintain our Environmental Management System, ensuring compliance with ISO 14001.
- Be transparent in the reporting of our environmental and business performance,
- Conduct all our business in a professional, open, honest, and ethical manner,
- Take a zero-tolerance approach to bribery, corruption, and fraud within Vysus Group,
- Provide a comprehensive feedback system for comments and complaints from our employees, clients, and all relevant stakeholders,
- Encourage and support the ongoing personal and professional development of our people,
- Regularly review all Vysus Group policies, to ensure they remain appropriate and consider any changes in legislation or statutory requirements.

David Clark, Chief Executive Officer Dated: 01/05/2021

Vysus Group Holding Limited.