

# INDEVCO Sustainability Policy

## 1. Purpose

This Sustainability Policy outlines the company's commitment to responsible manufacturing, environmental protection, social responsibility, and ethical governance at all INDEVCO operations across the world. It serves as a framework guiding decisions, behaviors, and long-term strategy to ensure sustainable growth and positive impact on the communities we serve.

## 2. Scope

This policy applies to:

- All employees, contractors, and temporary staff
- All facilities, offices, and manufacturing sites worldwide
- Supply chain partners, distributors, and service providers
- Products and services delivered by the company

## 3. Guiding Principles

Our sustainability commitments are guided by:

- **International Standards:** ISO 14001, ISO 50001, UN Global Compact, and applicable local regulations.
- **Continuous Improvement:** Integrating sustainability into operational excellence and innovation.
- **Transparency:** Reporting environmental and social impacts honestly and consistently.

## 4. Environmental Sustainability

(See *Environmental Policy*)

### 4.1 Sustainable Resource Use

We are committed to optimizing raw material use, decreasing water consumption, and prioritizing sustainable, recycled, and responsibly sourced materials in product design.

### 4.2 Climate & Energy Management

We aim to reduce our carbon footprint/greenhouse gas emissions and energy consumption by monitoring, transitioning to energy-efficient technologies, and using renewable energy sources.

### 4.3 Waste & Pollution Prevention

We emphasize circularity by optimizing operations to reduce waste to landfills, enhancing recycling, reuse, and recovery initiatives, and achieving strict compliance with global and local environmental regulations.

## 5. Product Innovation

### 5.1 Circular Economy & Product Stewardship

We focus on innovating products and developing solutions that are environmentally conscious, whether designing eco-friendly plastics and sustainable packaging solutions or promoting clean-technology products such as PV systems.

## 6. Social Responsibility

### 6.1 Employee Health, Safety & Well-Being

We aim to provide safe and healthy workplaces and support employee well-being and work-life balance.

### 6.2 Human Rights & Labor Practices

We are committed to upholding internationally recognized human rights, fostering cultural diversity, equity, and inclusion of women and people with disabilities, and providing fair wages and equal opportunity, in line with local labor laws.

*(See Human Rights Policy)*

*(See Diversity & Inclusion Policy: <https://sustainability.indevcogroup.com/wp-content/uploads/INDEVCO-Diversity-Inclusion-Policy.pdf>)*

### 6.3 Community Engagement

It is our raison d'être to support the communities we serve, 'What is good for the community is good for the company'. We engage in local environmental projects and community development initiatives, as well as support youth empowerment and education in regions where we operate.

## 7. Ethical Business & Governance

### 7.1 Ethical Conduct

Our Code of Conduct details our commitment to creating a culture of ethical behavior, entailing our zero tolerance for corruption, bribery, fraud, and unethical behavior.

*(See INDEVCO Code of Conduct: <https://sustainability.indevcogroup.com/wp-content/uploads/INDEVCO-Code-of-Conduct.pdf>)*

### 7.2 Supply Chain Responsibility

We require our suppliers to comply with our Supplier Code of Conduct and relevant international standards.

*(See Supplier Code of Conduct: <https://sustainability.indevcogroup.com/wp-content/uploads/INDEVCO-Supplier-Code-of-Conduct.pdf>)*

### 7.3 Data Privacy & Cybersecurity

We protect customer, employee, and operational data with robust security protocols and ensure compliance with global data protection laws (e.g., GDPR, CCPA).

(See *INDEVCO Privacy and Data Protection Policy*)

## 8. Innovation in Technology

- Invest in cleaner technologies, automation, and digital transformation to reduce environmental footprint.
- Encourage R&D for sustainable materials, energy-efficient solutions, and low-carbon processes.
- Partner with universities, research institutions, and industry groups for innovation in sustainability.

## 9. Performance Measurement & Reporting

- Set measurable sustainability targets (annual and long-term).
- Report progress through sustainability report following the GRI framework and annual UN Global Compact Communication on Progress.
- Conduct third-party audits and certification where applicable.
- Use KPIs to track carbon intensity, waste reduction, renewable energy usage, water efficiency, and safety metrics.

## 10. Roles & Responsibilities

### 10.1 Executive Leadership

- Ensure sustainability is embedded in the corporate strategy and risk management.
- Allocate adequate resources for the implementation of this policy.

### 10.2 Sustainability Advisory Committee & Global Sustainability Department

- Set KPIs, oversee implementation & progress, coordinate initiatives, and manage reporting.
- Review and update the policy.

### 10.3 Managers & Supervisors

- Integrate sustainability into daily operations and team objectives.
- Ensure compliance with laws and internal standards.

### 10.4 Employees

Follow sustainability procedures, report concerns, and contribute to continuous improvement.

### 10.5 Suppliers & Partners

Align with the INDEVCO's sustainability expectations and participate in improvement programs where possible.

## 11. Compliance & Continuous Improvement

- All employees and partners are expected to comply with this policy.
- The company will continuously review and raise its sustainability ambitions in line with global best practices.
- All stakeholders can raise concerns through our formal grievance mechanism, abiding by our whistleblower policy.  
(See *Whistleblower Policy*)

## 12. Policy Review

This policy will be reviewed periodically, particularly when significant changes occur in business operations, regulatory environments, or sustainability standards.

COO Signature



Date