

## SUSTAINABILITY POLICY

### 1. Purpose

This policy serves as a framework, articulating our steadfast dedication to sustainable practices. It is a manifestation of our proactive approach to integrating economic, environmental, social, and governance considerations seamlessly into the fabric of our business strategy. It also guides our actions and decisions in this regard.

### 2. Policy Statement

- 2.1 At BRC Asia Limited ("BRC" or the "Company") and its subsidiaries (collectively, the "Group"), we recognise that our operations have a significant impact on the environment, society, and economy; our commitment to sustainability extends beyond business operations - it reflects our dedication to operating as responsible and sustainable entities. We acknowledge the paramount significance of environmental stewardship, social responsibility, and economic prosperity, underscored by governance integrity in today's dynamic business landscape. In essence, these principles serve as the guiding pillars that underpin our organisational ethos. In recognising the interconnectedness of these elements, we pledge to navigate our journey towards responsible and sustainable business practices with integrity, foresight, and a commitment to creating enduring value for our stakeholders while minimising negative impacts on the planet and society.
- 2.2 The Company's Board of Directors and Sustainability Committee, supported by the Sustainability Working Group, have the responsibility to offer guidance, as well as encourage and motivate our employees to actively champion and facilitate sustainable initiatives. This extends to fostering sustainable actions at the individual, company, and community levels, aligning with our prioritised goals over the three pillars.

### 3. Environment

We are committed to minimising our environmental footprint by implementing sustainable practices throughout our operations.

- Identify and manage environmental and climate change risks and opportunities, reassessing when required.
- Enhance efficiency, optimise resource utilisation, minimise waste, and reduce the environmental impact of our operations in adherence to applicable environmental laws, regulations, and standards.
- Support innovation, research and technologies to steer our business towards a low-carbon economy.
- Offer internal training capabilities for our workforce and pertinent business partners in relevant environmental topics.
- Develop a customer satisfaction framework that is both practical, aspirational and supported by clear performance goals.

### 4. Social

We value the well-being of our employees, customers, communities, and society at large. We are committed to fostering a safe, inclusive, and equitable workplace where all individuals are respected, valued, and given opportunities for growth and development. We also strive to engage with and support the communities in which we operate through philanthropic initiatives and partnerships with local organisations.

- Foster an inclusive workplace that embraces diversity and nurtures talent through the establishment of robust policies, procedures and framework.
- Develop the potential of our employees and create opportunities for their continuous learning and professional development.
- Cultivate engagement with the community and relevant stakeholders in our operational areas, maintaining open and transparent communication.
- Strive for zero fatalities across all sites where the Group is the occupier by fostering a safe and healthy working environment across our operations.

## 5. Economic

We recognise the importance of economic prosperity for our company, our employees, and our stakeholders. We are committed to sustainable business practices that generate long-term value, promote innovation and efficiency, and contribute to economic growth and stability in the regions where we operate.

## 6. Governance Framework

- 6.1 **Corporate Ethics:** We are committed to upholding the highest standards of ethics, integrity, and transparency in all aspects of our business operations. We prohibit bribery, corruption, and unethical behavior in any form and expect the same from our employees, suppliers, and business partners.
- 6.2 **Corporate Governance:** We maintain effective corporate governance structures and processes to ensure accountability, transparency, and the protection of shareholder interests. Our board of directors oversees the implementation of sustainability principles and regularly evaluates our performance against relevant metrics.
- 6.3 **Compliance and Risk Management:** We adhere to all applicable laws, regulations, and standards related to corporate governance, including but not limited to those concerning financial reporting, data privacy, and intellectual property rights. We also identify, assess, and manage sustainability-related risks to protect the long-term viability of our business.
- 6.4 **Stakeholder Engagement:** We recognise the importance of engaging with our stakeholders, including shareholders, employees, customers, suppliers, and communities, in governance matters. We actively seek their input and feedback to inform our decision-making processes and ensure that their interests are considered in our governance practices.

## 7. Implementation

- 7.1 **Targets and Metrics:** establish measurable sustainability goals and targets aligned with our commitment to environmental stewardship, social responsibility, economic prosperity, and governance integrity.
- 7.2 **Employee Engagement:** empower our employees to contribute to our sustainability efforts through training, education, and participation in sustainability initiatives.



#### **8. Monitoring and Reporting**

The Group will consistently monitor and evaluate the effectiveness of our sustainability initiatives. We commit to openly communicate our advancements, ensuring stakeholders are kept well-informed of our sustainability performance.

#### **9. Continuous Enhancement**

The Group is committed to ongoing enhancement in our sustainability practices. We will routinely review and refine this pledge to align with emerging best practices and the evolving landscape of sustainability challenges and opportunities.