

# ASIA CAPITAL PLC

## Environmental, Social and Governance Policy

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## **1. Purpose:**

The purpose of this Environmental, Social, and Governance (ESG) Policy is to outline Asia Capital PLC and its Subsidiaries commitment to sustainable and responsible business practices. This policy is designed to guide decision-making and operations to create long-term value for the organization and how we manage our relationships with employees, customers, suppliers and the broader community.

## **2. Environmental Responsibility:**

### **2.1 Sustainability Practices:**

Asia Capital PLC and its subsidiaries committed to implementing sustainable practices to minimize environmental impact. This includes reducing energy consumption, minimizing waste, and adopting eco-friendly technologies.

- Energy efficiency and decarbonization

Asia Capital PLC and its subsidiaries committed to making our operations energy efficient by continuously monitoring our energy usage and implementing changes to reduce our energy usage and transition to renewable sources of energy.

- Waste reduction in our operations

Asia Capital PLC and its subsidiaries to reduce the waste generated by our operations through waste improvement projects that emphasize reuse and recycling at our factories.

### **2.2 Compliance with Environmental Laws:**

The organization will comply with all applicable environmental laws and regulations. Efforts will be made to exceed compliance standards where possible.

### **2.3 Resource Conservation:**

Asia Capital PLC and its subsidiaries will work towards the efficient use of natural resources and explore opportunities to support renewable energy sources.

## **3. Social Responsibility:**

### **3.1 Diversity and Inclusion:**

Asia Capital PLC and its subsidiaries and its subsidiaries values diversity and inclusion. We will foster a workplace that is equitable, inclusive, and free from discrimination. Efforts will be made to ensure fair representation and opportunities for all.

As per Asia Capital PLC's policy an inclusive and diverse work environment, is a place where the employees can openly share ideas as it fosters creativity and innovation.

We are an equal opportunity employer that does not discriminate on the basis of race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including



pregnancy, childbirth and related medical conditions), gender identity or gender expression, marital status.

We are dedicated to ensuring the fulfillment of this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, access to facilities and programs, and general treatment during employment.

### **3.2 Employee Well-being:**

The organization is committed to promoting the health and well-being of its employees. This includes providing a safe working environment, supporting work-life balance.

### **3.3 Community Engagement:**

Asia Capital PLC and its subsidiaries will actively engage with the communities in which it operates, contributing to social development initiatives and philanthropic activities that align with the organization's values.

### **3.4 Supplier Code of Conduct:**

Asia Capital PLC and its subsidiaries expect our suppliers, vendors, and service providers to conduct their business ethically and responsibly. We require our suppliers, vendors, and service providers to operate in compliance with all applicable laws, including, but not limited to, anti-bribery and anti-corruption laws, employment laws pertaining to child labor, minimum wages, overtime compensation, hiring, and occupational safety.

### **3.5 Anti-Discrimination and Anti-Harassment**

Asia Capital PLC and its subsidiaries does not tolerate and prohibits discrimination or harassment on the basis of race, color, religion, citizenship status, age, sex, or gender (including pregnancy, childbirth and related medical conditions), gender identity or gender expression, or marital status)

The Company is committed to a workplace free of discrimination, harassment, and retaliation. These behaviors are unacceptable in the workplace and in any work-related settings such as business trips and company-sponsored social functions, regardless of whether the conduct is engaged in by a supervisor, co-worker, client, customer, vendor or other third party.

### **3.6 Workplace Safety**

Asia Capital PLC and its subsidiaries are strongly committed to providing a safe workplace for our employees and minimizing the risk of personal injury and property damage. We have established safety programs to:

- (i) Educate and foster training on health and safety in the workplace;
- (ii) Ensure compliance with applicable laws and regulations concerning health and safety; and
- (iii) Enforce all guidelines and policies with transparency and accountability. All accidents and any condition or work practice that may result in personal injury, illness, and/or property damage are reported immediately to appropriate management, and such safety matters are further reported to the Company's Board of Directors.



### **3.7 Labor and Compliance**

Asia Capital PLC and its subsidiaries comply with all applicable laws and regulations concerning labor and employment in the country.

We do not engage or participate in child labor, forced labor or human trafficking.

Under no circumstances we do allow the use of forced, trafficked, child, prison, indentured or bonded labor in our operations, and we forbid the use of corporal punishment or other forms of mental and physical coercion as a form of discipline, in our operations.

We require working hours and employee compensation to comply with all applicable wage and compensation requirements as defined under applicable labor laws for minimum wages, overtime, and other elements of compensation and employee benefits.

## **4. Governance Practices:**

### **4.1. Ethical Business Conduct:**

Asia Capital PLC and its subsidiaries upholds the highest standards of ethical conduct in all business activities. This includes honesty, integrity, and transparency in decision-making.

### **4.2 Board Independence:**

The organization will maintain a Board of Directors with a balance of independent directors to ensure effective oversight and governance.

### **4.3 Compliance and Accountability:**

The organization is committed to complying with all relevant laws and regulations. Accountability mechanisms will be in place to address any breaches of policies and ethical standards.

## **5. Stakeholder Engagement:**

### **5.1 Open Communication:**

Asia Capital PLC and its subsidiaries recognizes the importance of open and transparent communication with stakeholders. Regular updates on ESG initiatives, performance, and goals will be shared.

### **5.2 Feedback Mechanisms:**

The organization encourages feedback from stakeholders, including employees, customers, investors, and the community. Feedback will be considered in the continuous improvement of ESG practices.

## **6. Reporting and Transparency:**

### **6.1 ESG Reporting:**

Asia Capital PLC and its subsidiaries will prepare and publish regular reports on its ESG performance, including key metrics, goals, and achievements. These reports will be made accessible to stakeholders and the public.

**6.2 Transparency in Decision-Making:**

Decisions that have a significant impact on the organization's ESG performance will be communicated transparently, providing insights into the rationale behind such decisions.

**7. Continuous Improvement:****7.1 Monitoring and Evaluation:**

Asia Capital PLC and its subsidiaries is committed to monitoring and evaluating the effectiveness of its ESG practices regularly. Continuous improvement will be pursued through feedback loops, audits, and benchmarking against industry best practices.

**8. Review and Updates:**

Periodic Review:

This policy will be subject to periodic reviews to ensure its continued relevance and effectiveness. Updates will be made as necessary to reflect changes in organizational goals, industry standards, or regulatory requirements.

Asia Capital PLC and its subsidiaries ESG Policy Adoption:

This policy was adopted by the Board of Directors on [Date].

[Signature of Board Chair] [Date]