



ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY STATEMENT

November 2024

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This ESG Policy Statement has been produced by the Board of Directors of F&W Networks Ltd (“the Company”). The Company is committed to a positive and responsible approach regarding business practices that impact Environmental, Social, and Governance (ESG) areas.

The Company aims to ensure, as far as applicable and reasonably practicable, that its operations are conducted with a commitment to:

1. Protecting and enhancing the environment by minimizing negative impact and maximizing positive impact on the environment;
2. Ensuring appropriate conduct and positive impact on relationships with employees, customers/clients, suppliers, and the community in which it operates; and
3. Conducting business with integrity and high standards of ethics through appropriate structures, systems, processes, and procedures (the Company’s “ESG Commitment”).

In fulfilling the ESG Commitment, the Company seeks to:

1. Comply with all applicable local and national laws, rules, regulations, and other enforceable standards relevant to any aspects of its ESG Commitment; and
2. Where feasible and appropriate, establish and meet standards relevant to any aspects of its ESG Commitment that are higher than legally required.

The Company’s ESG Commitment seeks to ensure that all employees, suppliers, and subcontractors must, in carrying out their duties, adhere to the principles and objectives of this ESG Policy Statement. The Company is committed to providing training to employees to ensure they are familiar with, and operate in accordance with, this ESG Policy Statement.

The Company expects suppliers of goods and services, as well as contractors and their suppliers and subcontractors, to adopt and implement the ESG Commitment in their own operations.

The Company’s ESG Commitment and targets have been established by the Board of Directors and address the following key areas:

Environmental

The Company has developed the following objectives as a framework for implementing the environmental aspects of the ESG Commitment:

- Identifying and managing environmental risks and hazards;
- Including environmental considerations in business planning and project implementation;
- Maintaining open communication on environmental matters with government officials, employees, customers, and the public;
- Conducting environmental audits as necessary;
- Promoting a culture of environmental awareness among all employees;
- Providing training for employees to carry out their roles in an environmentally responsible manner;
- Reviewing and acting to reduce the carbon footprint of business activities;
- Minimizing waste by optimizing operational efficiency;
- Managing waste according to the principles of reduction, reuse, and recycling;
- Promoting environmentally responsible purchasing.

Social

The Company has established the following objectives as a framework for implementing the social aspects of the ESG Commitment:

- Prohibiting bribery or corruption by any officers or employees;
- Prohibiting money laundering by any officers or employees;
- Encouraging ethical behaviour and decision-making within the Company and across its supply chain;
- Ensuring compliance with workplace health and safety laws and mitigating risks to health and safety;
- Maintaining privacy and data security measures for all stakeholders;
- Promoting an inclusive and collaborative workplace where employee well-being is a priority;
- Promoting diversity and inclusion across the workforce;
- Ensuring a working environment free from discrimination, harassment, or bullying based on gender, gender identity or expression, race, colour, creed, religion, nationality, ethnicity, ancestry, age, marital status, or sexual preference;
- Making employment decisions based on merit and job-related criteria;
- Creating a positive and rewarding workplace environment for employees.

Governance

The Company has established the following objectives as a framework for implementing the governance aspects of the ESG Commitment:

- Complying with applicable local and national laws, relevant standards, and codes of practice, especially related to transparency and corporate governance;
- Establishing effective governance structures for ESG, promoting best practices in corporate governance where relevant, and setting goals with clear accountability;
- Promoting strong oversight and transparency at all organizational levels;
- Maintaining exemplary board stewardship and management accountability;
- Implementing internal controls, processes, and proactive risk management;
- Establishing high standards of business ethics through a code of ethics, ethics training, and a culture of integrity and responsibility;
- Ensuring that corruption, bribery, money laundering, or internal misconduct are strictly prohibited;
- Establishing detailed policies covering anti-bribery, code of conduct, conflict of interest, privacy, and human resources;
- Engaging with stakeholders regularly on ESG issues.

Measuring and Reporting Compliance

The Board of Directors will adopt and implement detailed written requirements for the Company to monitor and report compliance with this ESG Policy Statement. This will include:

- Metrics and methods for measuring compliance to demonstrate trends and progress against objectives; and
- Reporting requirements to stakeholders at intervals not exceeding 12 months, detailing compliance metrics and disclosures on ESG issues.

The Board of Directors will publish these requirements to stakeholders when adopted and whenever they are updated.

Status of this ESG Policy Statement

The Board of Directors endorses this ESG Policy Statement and is fully committed to its implementation. This policy will be regularly reviewed and updated as necessary.