

ESG policy

Environmental, social and Governance

Objective

Seven Seas' Environmental, Social, and Governance (ESG) policy is a comprehensive framework that guide all group companies' approach to sustainability, ethical practices, and social responsibility. This policy encompasses environmental considerations, social impact, and governance principles.

ESG policy confirm Seven Seas commitment to ethical, sustainable, and socially responsible business practices. It reflects the group dedication to positively impacting society, including our employees and other stakeholders.

Seven Seas is committed to conducting business in a socially responsible and sustainable manner and creating long-term value for our shareholders. Our Environmental, Social, and Governance (ESG) Policy reflects our dedication to integrating environmental considerations, promoting social responsibility, and upholding strong governance principles in all aspects of our operations.

Environmental Commitments

- **Strict Standards:** Seven Seas is committed to minimize our environmental impact and promoting sustainability. We comply with environmental regulations and adopt international standards to protect the environment.
- **Natural Resources:** We are striving to minimize resource consumption and promote efficiency in the use of energy, water, and raw materials across all branches.
- **Climate Change:** Reduce our carbon footprint and support initiatives to mitigate climate change. We are working towards setting and achieving carbon reduction targets and carbon neutrality.
- **Pollution and waste management:** We have adopted responsible waste management practices, including waste reduction, recycling, and responsible disposal, to minimize our impact on the environment.
- **Biodiversity Conservation:** We recognize the importance of biodiversity and ecosystems. We have taken measures to protect and conserve biodiversity in the areas where we operate.

Social Responsibility Commitment:

- **Human Capital:** We invest in and maximize the potential of our employees. The skills, knowledge, experience, and wellbeing of our employees contribute to our success, we aim to attract, develop, and retain talented employees. We include labor Practices and the elimination of child labor, forced labor, and discriminatory employment practices.
- **Health and Safety:** We are committed to ensuring a safe and healthy working environment for all employees. We prioritize employee well-being and provide support systems.

- **Diversity and Inclusion:** Seven Seas values diversity and inclusion. We promote a workplace that respects and embraces the unique perspectives, backgrounds, and talents of all employees.
- **Data protection and cybersecurity:** Seven Seas safeguard and responsible handle personal data that we collect, process, store and share maintaining the trust and privacy of each person whose data is being handle, includes Customer Data, Supplier Data and Employee Data.
- **Competitiveness:** We ensure that Seven Seas remains competitive in the market. This involves customer satisfaction, product safety and quality, supplier management and offering competitive services.

Governance Principles:

- **Corporate Governance:** We ensure that Seven Seas Group have a corporate governance framework, codes of conduct and statements to ensure transparency and accountability.
- **Business Ethics:** We conduct our business ethically, with integrity, and in compliance with all applicable laws and regulations.
- **Transparency and Accountability:** Seven Seas will maintain transparency in our operations and decision-making processes. We are accountable to stakeholders and shareholders.
- **Legal Compliance:** We have a zero-tolerance policy. Seven Seas have implemented anti-corruption measures and ensure compliance with relevant laws.
- **Business Continuity:** We are committed to maintain essential functions and services in the face of disruptions through a tested business continuity plan.

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CEO – Seven Seas Group

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