



Environment, Social & Governance Policy

Preamble

PARAMOUNT COMMUNICATIONS LIMITED ('PCL' or "Company") Environmental, Social, and Governance ("ESG") Policy ("The Policy") describes the Company's commitment to sustainability, including mitigating environmental impacts, addressing relevant social issues, and maintaining sound governance procedures.

Objective & Scope

The objective of this Policy is to affirm the Company's commitment to achieving long-term sustainable outcomes through the products of the Company, the supply chain, and the communities where we operate. The policy describes the overall intentions and direction of the Company related to environmental and social performance. It provides a framework for the setting of its ESG objectives and targets. This Policy applies to all of the Company's operating business activities. It sets out the sustainability commitments and intents for all employees, and contractors operating with and under the Company.

Definitions

1. "Company" means "**PARAMOUNT COMMUNICATIONS LIMITED**"
2. "Policy" means "Environment, Social, and Governance (**ESG**) Policy"
3. "Board" means "The Company Board of Directors"

Policy Statement

The Company is committed to achieving long-term sustainable outcomes through its products and services to the broad stakeholders, across the Company's supply chain and in the communities in which the Company operates.

The following principles guide the approach to the sustainability of the Company:

- Integrating ESG considerations into the products and services.
- Implement sustainable practices, where feasible, through innovation and the sharing of best practices across the product chain
- Act responsibly as a steward of the natural environment by addressing environmental impacts whilst also enhancing operational efficiency and values.
- Recognize the social impact and have consideration for the local communities in which the Company operates.

To ensure that the above principles are met, the Company has established a sustainability management system approach. In simple terms, the Company reviews performance to define material issues, develops improvement objectives, implements & tracks progress, and then



reviews. This framework will assist in the development and continual improvement of sustainability performance to the benefit of all the stakeholders.

1. Management of the Company's Environmental Impact

The Company acknowledges that its operations have both a direct and indirect impact on the environment. The Company is committed to waste management, protection of the environment, compliance with all relevant legal obligations, and integrating sustainability and climate risks into all processes and stages of the product life cycle.

The depletion of natural resources and the threat of climate change have raised concerns about the environment and the potential financial impact on businesses. Sustainable options are increasingly being considered as part of investment choices. The issues are diverse but the main areas are:

- Waste Management and Climate Change
- Sustainable Procurement
- Responsible Disposal of Hazardous Waste & EPR Liability
Environment Management System

2. The Company's Commitment to Employees and a Sustainable Society

Sustainability is a core part of the Company's business culture and a central pillar of the Company's business strategy. We will educate and enable our stakeholders on how we can work together to make a society sustainable. Inclusion, diversity, and equality are becoming more important considerations in relation to how businesses operate and can generate competitive advantage, with these areas attracting increasing scrutiny from a range of stakeholders. In particular, there are increasing commercial benefits for businesses that have inclusive and diverse work ethics and practices. We look at the impact a Company has on its employees, local communities, and society. The main areas of consideration are:

- Occupational Health and Safety
- Community Engagement
- Preservation of human rights, and avoidance of any complicity in human rights abuses
- Equality and diversity among employees
- Supply chain engagement to ensure there is no exploitation of child labor

3. Ethics & Governance

The Company employs clear rules to encourage exemplary day-to-day behavior and to enable innovation while managing risk in a stringent regulatory environment. The Company addresses a number of issues including Health & Safety, Fraud, Corruption, Environmental Protection, etc.



In addition, the Company will implement the following approaches to ensure sustainability factors are covered. Corporate governance covers the rights and responsibilities of the management of a Company – its structures, corporate values, and accountability processes. This relates to the following areas:

- Operation Efficiency
- Business Ethics
- Board Diversity
- ESG Oversight
- Stakeholder Engagement

Responsibility and Administration of the Policy

The Company's Board has overall responsibility for this Policy. However, all the Company's employees are responsible for ensuring they follow the Company's ESG policy and the senior management's support in the implementation of the decision-making processes. This Policy is communicated to all employees and is maintain publicly available on the Company's website.