

## Manuchar Policy Corporate Sustainability Policy



# Corporate Sustainability Policy

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## 1 General

Manuchar Group is fully committed to being a sustainable business and this commitment forms a fundamental part of our wider Corporate Social Responsibility strategy.

## 2 Purpose

The purpose of this overarching sustainability policy is to define the framework for sustainability within Manuchar Group and provide a governing platform for Manuchar's sustainability work for all business decisions, including investments. This policy sets out how we manage our approach to be a sustainable, qualitative, environmentally responsible and energy efficient business.

## 3 Scope

This Policy applies to the Manuchar Group and shall be implemented in all parts of the Group taking local rules into account where relevant. It must be applied by all locations, business units, departments and subsidiaries, unless stated otherwise in this global policy.

## 4 Definitions/abbreviations

Subject	
<b>Sustainability</b>	Sustainability is concerned with protecting the planet, halting climate change and promoting social development, without endangering life on earth or leaving anyone behind. This concept seeks to cover our present needs without compromising resources for future generations.
<b>Corporate Social Responsibility</b>	Corporate Social responsibility (CSR) is the responsibility of enterprises for their impacts on society and outlines what an enterprise should do to meet that responsibility. CSR requires companies to have a process in place to integrate social, environmental, ethical human rights and consumer concerns into their business operations and core strategy in close cooperation with their stakeholders.
<b>Carbon Footprint</b>	A measure of the carbon emissions that are emitted over the full life cycle of a product or service and usually expressed as grams of CO <sub>2</sub> -e.
<b>Carbon neutral</b>	Activities where net carbon inputs and outputs are the same.
<b>Climate change</b>	A change in weather over time and/or region; usually relating to changes in temperature, wind patterns and rainfall; although may be natural or anthropogenic, common discourse carries the assumption that climate change is anthropogenic.
<b>Cultural Fluency</b>	Cultural Fluency is a process of lifelong learning resulting in knowledge, communication skills, behaviours, and attitudes that allow us to work effectively with others from different cultural backgrounds - increasing the ability to maximize the benefits of diversity within our workforces.
<b>Diversity</b>	Diversity is defined as the presence of differences within a given setting. This may include gender, race, ethnicity, religion, nationality, sexual orientation, place of practice, and practice type. It refers to the way that diverse individuals are valued as respected members and are welcomed in an organisation and / or community.
<b>Ecological footprint</b>	(Eco-footprint, Footprint)– a measure of the area of biologically productive land and water needed to produce the resources and absorb the wastes of a population using the prevailing technology and resource management schemes; a measure of the consumption of renewable natural resources by a human population, be it that of a country, a region or the whole world given as the total area of productive land or sea required to produce all the crops, meat, seafood, wood and fibre it consumes, to sustain its energy consumption and to give space for its infrastructure.
<b>Emissions</b>	Substances such as gases or particles discharged into the atmosphere as a result of natural processes of human activities.

<b>Environment</b>	The environment are the external conditions, resources, stimuli etc. with which an organism interacts.
<b>Equity</b>	Equity refers to outcomes while equality connotes equal treatment. More directly, equity is when an individual's race, gender, socio-economic status, sexual orientation, etc. do not determine their educational, economic, social, or political opportunities.
<b>Greenhouse Effect</b>	The process in which the emission of infrared radiation by the atmosphere warms a planet's surface.
<b>Greenhouse Gas</b>	Components of the atmosphere that contribute to the greenhouse effect
<b>Global Warming</b>	The observable increase in global temperatures considered mainly caused by the human induced enhanced greenhouse effect trapping the Sun's heat in the Earth's atmosphere.
<b>Green Products and Services</b>	Products or services that have a lesser or reduced effect on human health and the environment when compared with competing products or services that serve the same purpose. Green products or services may include, but are not limited to, those which contain recycled content, reduce waste, conserve energy or water, use less packaging, and reduce the number of toxics disposed or consumed.

## 5 Manuchar Code of Conduct

Our company's sustainability policy and its Code of Conduct are closely linked.

Manuchar's sustainability policy outlines its commitment to environmental, social, and economic sustainability, while our code of conduct helps ensure that our employees are also committed to these values and principles.

Our Code of Conduct lays the foundation for our sustainability work and gives a description on how Manuchar Group conducts responsible business.

## 6 Exceptions to this Policy

No exceptions to this policy are applicable.

## 7 Consequences if non-compliant

Failing to respect the overarching sustainability policy and build climate and sustainability into a company's strategy and day-to-day operations can result in the loss of capital, customers, and talent, and as well as regulatory issues.

Any Manuchar Personnel who is aware of a (potential) violation of this Policy or any practice that may restrict or violate compliance with this Policy should immediately report the matter.

Actual or suspected wrongdoing can also be (anonymously) reported in good faith. For more information, please visit the [Manuchar Global Whistleblowing Policy](#).

## 8 Company / management commitment

The Group's sustainability strategy revolves around 5 main goals:

- Reducing our carbon footprint
- Advocating a responsible value chain
- Developing a safe, equal, and dignified workforce
- Investing in community development and inclusivity
- Respecting ethical principles

The first two goals contribute towards the Group's goal of achieving Net Zero Carbon by 2050, in line with the Group's aspiration to build a sustainable future for all.

Based on the 5 goals set forward, Manuchar is committed to integrate environmental, social and ethical principles into its business which is central to improving the quality of life of the communities we serve globally and enhancing long-term stakeholder value.

Our principles:

- Integrate sustainability considerations into all business decisions and key work processes, with the aim of creating value, mitigating future risks and maximizing opportunities.
- Follow the highest standards of governance and transparency.
- Embody principles of product stewardship by enhancing health, safety, environmental and social impacts of products and services across their lifecycles.
- Provide employees and business associates with working conditions that are clean, safe, healthy and fair.
- At Manuchar, we believe that we have the responsibility to give back to the communities in which we operate and contribute to their equitable and inclusive development.

Manuchar committed to support 10 out of 17 United Nations Sustainable Development Goals on human rights, labour, environment and anti-corruption. Those 10 Goals were carefully selected. Selection criteria are impact, stakeholder requirements and relevance through our business and operations.

Our solutions contribute to:

<b>Goal 3</b>	<b>Ensure healthy lives and promote well-being for all at all ages.</b>
<b>Goal 4</b>	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
<b>Goal 5</b>	Achieve gender equality and empower all women and girls.
<b>Goal 7</b>	Ensure access to affordable, reliable, sustainable, and modern energy for all.
<b>Goal 8</b>	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.
<b>Goal 12</b>	Ensure sustainable consumption and production patterns.
<b>Goal 13</b>	Take urgent action to combat climate change and its impacts.
<b>Goal 14</b>	Conserve and sustainably use the oceans, seas, and marine resources for sustainable development.
<b>Goal 15</b>	Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.
<b>Goal 16</b>	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

## 9 General requirements

The policy is based on the principle of materiality and our exposure to risk, which means we limit client and business partner assessments to the potential adverse impacts that we and our stakeholders consider to be material. We determine materiality based on the impact of issues, relevance over time and on whether a client has the ability to create a direct or indirect impact on society and/ or the environment, be it positive or adverse. We also take our clients' industry and their countries of operation into account.

## 10 Policy objectives

The general principles and foundations set forth in this Policy are further developed and specified in specific ESG and regulatory compliance policies that address certain needs and expectations of the Group's key stakeholders.

### 10.1 Environmental protection

Manuchar Group seeks to apply the principles of environmental stewardship throughout our operations by managing and restoring our sites to ensure land remains of value, implementing biodiversity net gain and safeguarding geodiversity where appropriate.

Set science-based targets to reduce carbon emissions and energy consumption, reduce the use of fossil fuel through efficiency improvements and the use of alternative and renewable sources.

## 10.2 Climate Change

The Manuchar Group is deeply committed to playing its part in the global effort to combat climate change. The group recognizes the scientific consensus that limiting the global temperature rise to below 1.5° Celsius is crucial to prevent the most catastrophic impacts of climate change. To this end, the Manuchar Group is dedicated to implementing sustainable practices across its operations and working towards reducing its carbon footprint. This commitment reflects our understanding of responsibility towards the environment and future generations.

## 10.3 Air, water, and soil pollution

The Manuchar Group recognizes that air pollution and atmospheric emissions — beyond greenhouse gases (GHGs) — can have significant impacts on local communities, ecosystems, and human health. As part of our broader environmental responsibility, we are committed to minimizing non-GHG air pollutants and other emissions resulting from our direct operations. We also acknowledge the environmental impact of atmospheric emissions beyond air pollutants, such as odor, noise pollution, traffic, and road congestion associated with our logistical activities. In addition, we recognize the importance of preventing water and soil pollution as a fundamental part of protecting surrounding ecosystems and ensuring the safe handling of materials. We are committed to responsible storage, containment, and waste management practices to avoid any contamination of natural resources. To address these impacts, we aim to comply with all relevant air, water, and soil quality regulations, conduct regular environmental assessments at our sites, implement dust suppression and covered storage, ensure proper handling of materials, and maintain equipment and infrastructure to minimize emissions like NO<sub>x</sub>, SO<sub>x</sub>, PM but not limited to, as well as any discharge or leakage that could adversely affect water or soil quality.

## 10.4 Natural resources

The Manuchar Group is dedicated to the conservation of natural resources. It strives to use resources in a manner that is both appropriate and sustainable, and whenever feasible, it substitutes primary resources with alternative materials.

The group adheres to the waste hierarchy, prioritizing waste prevention, the reuse of materials, recycling, co-processing, and energy recovery. This approach minimizes waste disposal and maximizes productivity.

In its product development, we focus on enhancing the quality and sustainability of the built environment. We aim to eliminate all non-conforming products.

Water is used efficiently within the group's operations, with an emphasis on recycling wherever possible and the protection of water quality. This commitment reflects the Manuchar Group's broader dedication to environmental stewardship and sustainability.

## 10.5 Quality

The Manuchar Group is dedicated to implementing a comprehensive quality management approach across all its activities and operations. This commitment involves cultivating an attitude of "quality at first attempt," with a focus on identifying, qualifying, and managing risks. This is achieved through governance activities and a continuous commitment to process improvement. This approach underscores our dedication to maintaining the highest standards of quality in all its endeavors.

## 10.6 Responsible Sourcing

The Manuchar Group is dedicated to product stewardship, as demonstrated by its support for the International Council of Chemical Associations' (ICCA) Responsible Care® initiative. This commitment is reflected in several concrete actions:

- The group actively works towards expanding scientific understanding to better assess the hazards and risks associated with products and their usage.
- It strives to minimize health, safety, and environmental risks during product selection.
- It manages risks in existing product ranges that could necessitate substitution, considering the entire value chain. This comprehensive approach includes everything from raw materials to the end of the product's life, encompassing waste treatment and the circular economy.
- It ensures clear communication and information for product users.

In addition to these actions, the Manuchar Group is also committed to responsible sourcing, particularly concerning palm oil, cocoa, soy, paper, and pulp.

Recognizing the significant impact of these industries on deforestation, the group is dedicated to sourcing these materials from suppliers that adhere to sustainable practices. This commitment not only helps to preserve our planet's forests but also aligns with our broader dedication to environmental stewardship and sustainability.

### **10.7 Sustainable purchasing**

Sustainable purchasing also known as green procurement, is the practice of purchasing goods and services that have a reduced impact on the environment and human health compared to other goods and services serving the same purpose. The Manuchar Group is dedicated to evaluating the environmental and health impacts of their purchased goods and services, and is committed to implementing sustainable purchasing practices where it is deemed suitable.

### **10.8 Conflict Minerals**

Minerals and metals play an important role in modern economies, as they are necessary to produce various products and their components. However, the exploitation, trade and transportation of metals and mineral ores can be associated with significant adverse impacts, including serious human rights violations and armed conflicts in the region of origin. The

extraction of tin, tungsten, tantalum and gold, hereinafter also referred to as “the 3TGs” or “conflict minerals”, is of particular relevance as, in the past, armed-conflicts and related human rights abuses have been directly or indirectly financed through the extraction, trade, handling and export of these minerals.

Manuchar Group, all companies affiliated, all employees and all suppliers of Manuchar Group must not source or handle conflict minerals.

All suppliers must operate in accordance with the Manuchar Supplier Code of Conduct and ensure due diligence of 3TG (tin, tungsten, tantalum and gold) meeting international responsible sourcing standards, set by the Organisation for Economic Co-operation and Development (OECD).

## **10.9 Community well-being**

The Manuchar Group is deeply committed to making a positive difference in the communities that surround its operations. We believe in the importance of maintaining transparent communication with all its stakeholders, recognizing that this is key to building trust and fostering strong relationships.

Active engagement is a crucial part of this commitment. The Manuchar Group takes proactive steps to identify and consult with stakeholders within the local communities near its operations. These consultations provide valuable insights and help the group align its operations with the needs and expectations of the community.

Through these efforts, the Manuchar Group strives to be a responsible and valued member of the communities it serves, contributing to their growth and prosperity while also achieving its business objectives.

ManuCare, the global social responsibility program of the Manuchar Group, centered around the United Nations Sustainable Development Goals 4 (Quality Education) and 8 (Decent Work) supports and enhances the lives of people in the communities where the group operates.

## **10.10 Health and Safety**

The Manuchar Group is dedicated to eradicating workplace hazards by closely monitoring performance and adopting global best practices. Our aim is to foster a culture of zero accidents, with the objective of safeguarding people, the environment, and assets, while ensuring business continuity. We devise and execute action plans to guarantee the physical and mental well-being of our employees, and we have improved occupational health monitoring for their advantage.

We are devoted to the ongoing enhancement of the suitability, adequacy, and effectiveness of our Occupational Health and Safety (OHS) management system.

## **10.11 Customer Health and safety**

The Manuchar Group is committed to ensuring the health and safety of our customers by delivering products that meet the highest standards of quality, compliance, and safe handling. We provide accurate product labeling, up-to-date Safety Data Sheets (SDS), and comprehensive product risk assessments to support safe and responsible use. We operate under the principles of Responsible Care®, maintain 24/7 emergency support for hazardous goods, and uphold strict internal processes to prevent health or safety incidents. Through transparent communication, supplier due diligence, and ongoing improvements to our safety practices, we ensure that our customers are fully informed and protected throughout the product life cycle.

## **10.12 Labour and Human Rights**

The Manuchar Group is firmly committed to upholding international human rights standards. This includes the principles outlined in the United Nations Declaration of Human Rights, which encompasses a broad range of civil, political, economic, social, and cultural rights. Furthermore, the group respects and adheres to relevant conventions established by the International Labour Organisation, which set international standards for labor rights. These commitments reflect the Manuchar Group’s dedication to promoting a fair, equitable, and humane working environment, and its broader commitment to ethical business practices. We believe that respecting human rights is not only a moral obligation but also a key factor in sustainable and successful business operations.

## **10.13 Fair wages and compensation**

The Manuchar Group is committed to upholding fair remuneration standards for all its employees and workers. These standards ensure that every individual working for the group

receives a living wage. This is not just a wage that covers the basic necessities of life, but also provides some discretionary income. This commitment reflects our belief in the importance of financial security for its employees, recognizing that a fair wage is not just about meeting everyday needs but also about enabling a decent standard of living. By guaranteeing a living wage, we are investing in the well-being of its employees, fostering a motivated and productive workforce, and contributing to more equitable economic growth.

#### **10.14 Business Ethics and Integrity**

Business ethics and integrity are fundamental principles that guide the operations of the Manuchar Group. We are committed to conducting our business in an ethical and transparent manner, adhering to the highest standards of professional integrity.

Business ethics involves adhering to laws and regulations, avoiding conflicts of interest, and maintaining honesty in all business dealings. It also includes treating all stakeholders - from employees and customers to suppliers and the wider community - with respect and fairness. Integrity, on the other hand, is about being honest, transparent, and consistent in all actions and decisions. It's about doing the right thing, even when no one is watching.

For the Manuchar Group, integrity means standing by its commitments, being accountable for its actions, and maintaining trust with its stakeholders.

By upholding business ethics and integrity, the Manuchar Group ensures that it not only complies with regulatory requirements but also earns the trust and respect of its stakeholders. This commitment to ethics and integrity is integral to our group's reputation and long-term success.

#### **10.15 Diversity and Inclusion**

The Manuchar Group is deeply committed to fostering diversity and inclusion within its organization. We recognize that a diverse workforce brings a wealth of ideas, experiences, and perspectives that can drive innovation and success.

Inclusion is equally important. It strives to create an environment where every employee feels valued, respected, and heard, regardless of their background, race, gender, age, or any other characteristic.

This commitment to diversity and inclusion is not just about doing what's right; it's also about enhancing the group's ability to understand and serve its diverse customer base and to compete effectively in the global marketplace. By embracing diversity and fostering inclusion, the Manuchar Group is not only building a stronger, more resilient organization but also contributing to a more equitable and inclusive society.

#### **10.16 Learning and Development**

At Manuchar, we hold the firm belief that our people are our most precious asset. In a business environment that is constantly changing, we recognize that the key to enduring success is the ongoing growth and development of our employees. As such, Manuchar is dedicated to cultivating a culture that encourages continuous learning and development. We understand that by investing in our employees, we are not only enhancing their skills and knowledge but also ensuring the long-term success and sustainability of our organization. This commitment reflects our dedication to our employees and our belief in their potential to drive Manuchar's success.

#### **10.17 Anti-bribery and Corruption**

Manuchar's Anti-Bribery and Anti-Corruption Policy underscores its dedication to adhering to all relevant Anti-Bribery Laws. This includes compliance with the U.S. Foreign Corrupt Practices Act, the UK Bribery Act, the Belgian Criminal Code, and any other laws that forbid corruption or bribery in various jurisdictions. This policy is a testament to Manuchar's commitment to maintaining integrity and transparency in all its business dealings.

#### **10.18 Anti-money laundering**

The Manuchar Group is committed to operating within the boundaries of the law, particularly in relation to anti-money laundering regulations. It ensures compliance with all relevant anti-money laundering legislation that applies to the markets where it conducts business. This commitment reflects our dedication to maintaining ethical business practices and its determination to contribute to the global fight against financial crime.

### **10.19 Competition compliance**

The Manuchar Group is a strong advocate for fair competition, believing it to be a cornerstone of a healthy and dynamic marketplace. The group is committed to adhering to all applicable laws, rules, and regulations in every country where it operates. This commitment ensures that the Manuchar Group not only upholds the principles of fair competition but also contributes to the preservation of a competitive marketplace. This approach aligns with our broader commitment to ethical business practices and corporate responsibility.

### **10.20 Whistle blowing**

Manuchar is dedicated to upholding the utmost legal and ethical standards in every facet of our business, as outlined in our Code of Conduct.

To facilitate this commitment, it is essential that we have a culture of openness and accountability, where everyone feels secure in seeking advice and raising concerns. This will enable us to detect and prevent breaches of Manuchar's policies, procedures, and legal and regulatory obligations and – if breaches do occur – to address them swiftly and effectively.

The Manuchar Whistleblowing Platform provides an independent, external, safe environment to report potential or actual concerns anonymously with the knowledge that concerns will be taken seriously and treated confidentially.

### **10.21 Management of business partners**

Manuchar Group is committed to ensuring that its business partners adopt and maintain practices that align with the principles of its supplier code of conduct and are appropriate for their respective business models.

We evaluate the compliance of our suppliers with sustainability requirements through our Supplier Assessment Program. This program allows us to monitor and ensure that its suppliers are meeting the necessary sustainability standards.

We requires the same level of commitment to our sustainability standards throughout our value chain, ensuring that all parties involved in its operations adhere to the same high standards of working conditions.

### **10.22 Data protection and Responsible Information management**

The Manuchar Group is committed to protecting the privacy, confidentiality, and integrity of all personal and business-critical data entrusted to us. We ensure that all data is collected, processed, stored, and shared in full compliance with applicable data protection laws and regulations, including the EU General Data Protection Regulation (GDPR) and local equivalents. Manuchar implements appropriate technical and organizational measures to prevent unauthorized access, disclosure, alteration, or loss of information. We promote responsible information management through employee awareness, access controls, secure systems, and data minimization practices. All employees and partners are expected to handle information with care, uphold confidentiality agreements, and report any suspected breaches promptly.

### **10.23 Sustainable acquisition**

The Manuchar Group is committed to a sustainable acquisition approach for Mergers and Acquisitions (M&A) targets. This means that we carefully evaluate potential mergers and acquisitions not only in terms of financial viability but also in terms of their alignment with the group's sustainability goals. In alignment with our Shareholder we respect the Principles for Responsible Investment (PRI).

In practice, this involves a thorough due diligence process that assesses potential targets on a range of sustainability metrics. These may include the target's environmental impact, its labour practices, its relationships with local communities, and its governance structures.

Furthermore, once an acquisition is made, the Manuchar Group works to integrate the new entity into its sustainability framework. This might involve implementing new environmental initiatives, improving labour conditions, or engaging with local communities to ensure that the acquisition brings about positive change.

By adopting this approach, we ensure that our growth does not come at the expense of its commitment to sustainability. Instead, each new acquisition represents an opportunity to further develop our sustainability goals and make a positive impact on a larger scale.

## 10.24 Business continuity

Business continuity is a key focus for the Manuchar Group. We are committed to ensuring the uninterrupted flow of our operations by effectively managing operational vulnerabilities. This involves proactive measures to minimize the impact on critical activities, thereby ensuring that the business can continue to function effectively even in the face of unexpected disruptions. In addition, the Manuchar Group is dedicated to establishing processes that enhance its ability to remain effective and secure during operational disruptions. This involves building organizational resilience, which is the capacity of the organization to absorb disturbance, adapt, and respond positively to changing circumstances. By focusing on these areas, we are able to ensure the continuity of the operations, safeguard our assets, and maintain the trust of our stakeholders.

## 11 Red flags (optional)

To encourage the suspicion of concerns, irregularities and infringements reported, Manuchar has introduced a specific whistle blower system.

## 12 Implementation requirements

### 12.1 Responsibility (optional)

*Responsibilities = task-driven*

*Minimum steps on how to apply and respect the policy that will be integrated in relevant (work) processes by the process owner(s)*

1 <sup>st</sup> Line Functions and management	Responsibilities
Manuchar employees	Carrying out their work in line with this policy and associated procedures. Challenging any behaviour that falls short of the expectations of this policy. Identifying any breaches of this policy and reporting them via the whistleblowing tool.

2 <sup>nd</sup> Line Functions and management	Responsibilities
CEO	CEO, who is also the decision-maker on matters affecting Manuchar Group, bears ultimate responsibility for the company's operations, including the sustainability. The CEO has delegated operational responsibility to dedicated functions and managers.
Sustainability	Providing the framework for setting and reviewing objectives and targets. Maintaining regular reviews of our performance and update the policy as required.
Legal	Ensure compliance with legal and regulatory requirements related to sustainability.
Compliance	Identifies potential risks related to sustainability. Uses controls to uncover grievances and ensures that they are addressed appropriately.
Marketing	Communicating sustainable, energy, environmental and social value information to relevant interested stakeholders.

3 <sup>rd</sup> Line Functions and management	Responsibilities
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<b>Internal/external Audit</b>	Provides independent assurance, advice and insights on the quality and effectiveness of internal governance, internal control, risk management and risk reporting. Furthermore, the Third Line of Responsibility performs a periodic assessment of the quality and effectiveness of accountabilities, responsibilities and activities.
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## 12.2 Accountability

*Accountabilities = result-driven*

*Assurance that there is liability for the overall performance and consequences of someone's actions.*

<b>1<sup>st</sup> Line Functions and management</b>	<b>Accountabilities</b>
<b>Country and regional managers</b>	Leading by example in protecting the Manuchar brand and communicating effectively. Ensuring that their people are aware of their responsibilities and receive appropriate training. Driving continual improvement performance across the organization. Identifying any breaches of this policy and reporting them via the whistleblowing tool.
<b>Divisional and business managers</b>	Ensuring that this policy and supporting procedures are distributed, implemented, and complied with. Leading by example in protecting the Manuchar brand and communicating effectively. Ensuring that their people are aware of their responsibilities and receive appropriate training. Driving continual improvement performance across the organization. Identifying any breaches of this policy and reporting them via the whistleblowing tool.

## 13 Monitoring and measurements

Manuchar Group is following up on KPIs within all sustainability areas, which are presented in a "Sustainability Report: We Care" each year. Manuchar's Sustainability Report shall report Manuchar's sustainability efforts and provide information to the extent necessary to understand Manuchar's- development, performance, status and impact of its operations, at least in matters relating to environmental, social and human, respect for human rights and the fight against corruption and bribery.

## 14 Version history

<b>Version</b>	<b>Date</b>	<b>Modifications</b>
1.0	06/11/2023	Creation of policy

## 15 Annexes

Thematic policies:

- Environmental Policy
- Quality Policy
- Health and Safety Policy
- Anti-Bribery & Corruption Policy
- Anti-Money Laundering Policy
- Competition Compliance Policy
- Diversity & Inclusion Policy
- Audit Policy
- Learning and Development Policy
- Fair wages and compensation Policy
- Human Rights Policy
- Responsible Sourcing Policy
- Whistle-blowing Policy