

ESG Policy

INTRODUCTION

At Optimas, we are committed to fostering a sustainable and responsible business model that incorporates Environmental, Social, and Governance (ESG) principles. Our ESG policy reflects our dedication to ethical conduct, environmental stewardship, social responsibility, and strong governance practices. This document outlines our commitments, objectives, and the strategies we employ to achieve our ESG goals.

1. ENVIRONMENTAL RESPONSIBILITY

1.1 Commitment to Sustainability

We are committed to minimizing our environmental impact and promoting sustainability throughout our operations. Our environmental policy is guided by the principles of reduce, reuse, and recycle.

1.2 Objectives

- Reduce greenhouse gas emissions.
- Minimize waste generation.
- Promote energy efficiency.
- Support renewable energy initiatives.
- Encourage sustainable sourcing and procurement.

1.3 Strategies

- Implementing energy-efficient technologies and practices in our facilities.
- Reducing single-use plastics and promoting recycling programs.
- Partnering with suppliers who adhere to sustainable practices.
- Setting measurable targets for reducing our carbon footprint.
- Conducting regular environmental impact assessments.

2. SOCIAL RESPONSIBILITY

2.1 Commitment to Community and Employees

We recognize the importance of our role in the community and the well-being of our employees. We are committed to promoting diversity, equity, and inclusion, ensuring safe and healthy working conditions, and supporting community development.

2.2 Objectives

- Foster a diverse and inclusive workplace.
- Ensure the health, safety, and well-being of our employees.
- Support local communities and charitable organizations.
- Promote fair labour practices.

2.3 Strategies

- Implementing diversity and inclusion training programs.
- Ensuring compliance with health and safety regulations.
- Encouraging volunteering and community engagement among employees.

- Establishing partnerships with local organizations and charities.
- Conducting regular employee satisfaction surveys to address concerns and improve workplace conditions.

3. GOVERNANCE

3.1 Commitment to Ethical Practices

We are dedicated to maintaining the highest standards of corporate governance, ethical conduct, and transparency in all our business dealings.

3.2 Objectives

- Ensure transparency and accountability in governance.
- Promote ethical behaviour and compliance with laws and regulations.
- Protect shareholder interests and enhance long-term value.
- Maintain robust risk management practices.

3.3 Strategies

- Establishing a diverse and independent board of directors.
- Implementing a comprehensive code of ethics and conduct.
- Conducting regular audits and compliance checks.
- Ensuring transparent communication with stakeholders.
- Providing ongoing governance training for board members and executives.

4. IMPLEMENTATION AND MONITORING

4.1 Roles and Responsibilities

- The Board of Directors: Provides oversight and ensures adherence to ESG principles.
- ESG Committee: Develops and reviews ESG strategies and initiatives.
- Employees: Expected to uphold ESG values and practices in their daily activities.

4.2 Monitoring and Reporting

- Regularly monitor ESG performance through key performance indicators (KPIs).
- Conduct annual ESG audits and assessments.
- Publish an annual ESG report detailing progress, challenges, and future goals.
- Engage with stakeholders to gather feedback and improve ESG practices.

5. CONTINUOUS IMPROVEMENT

5.1 Commitment to Ongoing Enhancement

We are committed to continuously improving our ESG performance and adapting to emerging best practices and regulatory changes.

5.2 Strategies for Improvement

- Staying informed about industry trends and regulatory developments.
- Investing in research and innovation for sustainable solutions.
- Encouraging a culture of continuous learning and improvement within the organization.

CONCLUSION

At Optimas, our ESG policy is a cornerstone of our commitment to creating a positive impact on the environment, society, and the economy. We believe that integrating ESG principles into our business operations is not only the right thing to do but also essential for our long-term success. We are dedicated to working collaboratively with our stakeholders to achieve our ESG objectives and drive sustainable growth.

This document will be reviewed and updated annually to ensure its relevance and effectiveness in guiding our ESG efforts.

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