# Sustainability Policy

Alliad is committed to developing a strong sustainability framework to guide its management and operations. By leveraging global standards, proven sustainability frameworks and adopting best practices, Alliad aims to minimise environmental impact, foster social inclusivity, contribute to economic growth and ultimately create sustainable value in all the regions we operate.

Alliad's Sustainability Policy aims to instil a culture of sustainability across all levels of our organization, ensuring that our operations in all our projects are conducted responsibly and ethically, with all stakeholders in mind. This policy aims to provide a structured framework to navigate the environmental, social, and economic challenges inherent in our operations while promoting robust governance and focusing on a long term positive impact on the communities we interact with.

## ALLIAD IS COMMITTED TO

- **Environmental Stewardship** - Dedication to minimizing environmental impact in all our operations through efficient use of resources, emissions reduction, and responsible waste and water management practices. Aim to leave a positive footprint through careful evaluation of local needs.
- **Social Responsibility** - Promoting a culture of inclusivity and diversity within our workforce globally, while respecting and valuing the local cultures and communities. Contributing actively to the well-being and progressive development of the communities surrounding the project areas. Fostering a culture of Health and Safety and respect for human rights.
- **Economic Sustainability** - Stimulating economic growth by creating job opportunities, supporting local suppliers, and fostering economic development in regions surrounding our project sites.
- **Governance and Ethics** - Upholding a high standard of governance, transparency, and ethical conduct, compliant with local laws, regulations, and international standards. Maintaining accountability in all our decisions.
- **Stakeholder Engagement** - Ensuring transparent communication with stakeholders, based in two-way communication, understanding their expectations, seeking feedback and transparently reporting our sustainability performance.
- **Training and Awareness** - Conducting training programs to raise awareness, educate employees and relevant stakeholders on sustainability practices and their implementation.
- **Innovation and Technology** - Harnessing innovation and technology to advance operational efficiency, reduce environmental impact, and improve sustainability performance in all our projects.
- **Compliance and Reporting** - Ensuring transparency in all our communications and adhering to leading global sustainability reporting requirements, and voluntarily disclosing our sustainability performance to stakeholders.
- **Collaborative Partnerships** - Forming partnerships that align with our sustainability priorities and objectives of our project partners, amplifying our positive impact on local communities and the environment.

Through these commitments, Alliad is dedicated to ingraining sustainability at the core of our operations. Our strategy aligns with the broader ambition of fostering a lasting positive impact on the communities and environment globally.

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## OUR SUSTAINABILITY POLICY IS IMPLEMENTED THROUGH

Our Sustainability Policy is implemented through a comprehensive framework encompassing strategic alignment, continuous monitoring, stakeholder engagement, and transparent reporting to ensure holistic integration of environmental, social, and economic sustainability practices across our operations.

## COMPLIANCE

Our Sustainability Policy is implemented through stringent compliance measures, regular monitoring, stakeholder engagement, and transparent reporting to ensure adherence to environmental, social, and economic sustainability standards across all facets of our operations. We have set up governance structures and committees, we follow international standards, and our annual sustainability report demonstrates our commitment.

## COMPETENCY AND TRAINING

Effective training and education that is dedicated to ensuring our employee's knowledge and skills are aligned and compliant with our relevant management system requirements.

## MEASUREMENT AND CONTINUAL IMPROVEMENT

Our management systems ensure continual improvement through periodic review of our policy, business processes, programs and initiatives, objectives and targets, recognizing relevant business conditions, potential risks, changing conditions, and new information.

## CONSULTATION AND PARTICIPATION

We ensure employee consultation and participation at all levels and functions. We consider active engagement with all internal and external stakeholders key to the success of our sustainability objectives and materialization of our vision.

## COMMUNICATIONS

Our Sustainability policy is communicated and reinforced to our employees, customers, suppliers, contractors and other stakeholders. Responsibility for the application of this policy remains with all Alliad employees and stakeholders.

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