

Sustainability Policy

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SUSTAINABILITY POLICY

SCOPE

- The Scope, Exceptions and Compliance of this policy shall be as defined in the relevant sections of the [ES Global Policy Framework \(https://esglobal.staff.wiki/301,Page,es_global_policy_framework,KB.aspx\)](https://esglobal.staff.wiki/301,Page,es_global_policy_framework,KB.aspx).
- This policy applies to employees, workers, interns and apprentices and contractors at all sites we operate.
- This policy is not contractual but outlines the way in which ES Global aims to manage the overall environmental and social performance within the business operations.

OBJECTIVES AND FRAMEWORK

ES Global recognises the activities of its business have potential environmental and social impacts both locally and further afield. We ensure we are creating memorable moments with a more sustainable approach. Building on the principle of re-usability, we also focused on formulating a strategic action plan with the United Nations Sustainable Development Goals (UN SDGs) embedded in our sustainability framework. We are dedicated to continually improving to our sustainability performance by optimising our resources and expertise to drive for positive sustainable impact at sites we operate. Our sustainability objectives focus on:

Sustainability Pillars	Aspects	Approach
Environment	Reducing Waste and Achieving Circular Economy	 Achieving circular economy through sustainable consumption and production patterns
	Climate Action	 Take action to combat climate change and minimise its impacts from our operations
Social	Building Safe and Innovative Infrastructure	 Design and build resilient infrastructure, promote inclusive, safe and sustainable and foster innovation
		 Provide access to safe and inclusive green and public spaces
	Fostering Inclusive and Supportive Workplace	 Promoting good health and well-being amongst our employees and the community
		 Making sure female employees have effective participation and equal opportunities for leadership at all levels of decision-making in our company and the community
 Creating equal opportunities and ensure social protection policies are in place to protect our employees		
Supporting the Communities	 Ensure the vulnerable have access to economic resources and basic services	
Governance	Corporate Governance and Business Ethics	 Creating decent workplace environment for employees and supporting local small and medium-sized enterprises
	Supply Chain Management	 Enhance policy coherence for sustainable development and strengthen the global partnership

POLICY STATEMENT

Aiming beyond ethical business practices, we are committed to focus on our sustainability initiatives by monitoring our overall sustainability performance and converting our efforts into new sustainable business opportunities. We continuously review our environmental and social performance and integrate the corresponding impacts into our strategic decision-making.

To deliver on our sustainability commitments, we integrate environmental, social, and governance considerations into our daily operations and long term planning. We address climate change factors by reducing emissions, combating climate change through mitigation efforts, and strengthening our resilience to climate related risks.

ES Global is committed to the drive for a positive social and environmental impact through its daily activities, as we strive to become the leader of this sector in our industry. We aim to adopt the above-mentioned principles by:

Social Implementation Measures

- Providing a safe and healthy workplace for all employees
- Protecting and ensuring compliance of labour rights
- Providing an environment of equal opportunities for all employees
- Maintaining an open and honest approach in our communications
- Enforcing zero tolerance towards any forms of exploitation in the workplace, including forced labour, child labour, modern slavery, human trafficking, sexual and other types of harassment and bullying
- Supporting community initiatives and charitable work, as well as encouraging employees to participate in charity work by offering

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employees with paid time off.

- Supporting the development of substantial medical and health infrastructure wherever possible
- Using our resources to support the communities in which we operate, especially ensuring the vulnerable have access to basic resource and service

Environmental Implementation Measures

- Increasing resource-use efficiency and greater adoption of clean and environmentally preferable technologies and industrial processes
- Managing and reducing the total municipal waste generated through operation
- Building sustainable and resilient infrastructure through utilising local materials
- Achieving the sustainable management and efficient use of natural resources
- Integrating climate change measures into corporate policies, strategies and planning

Governance and Partnership

- Supporting and providing safe, quality, inclusive, sustainable and resilient infrastructure through global partnerships
- Strengthening global and community partnerships to advance shared sustainability values
- Integrating an ethical and sustainable practices into supply chain management
- Promoting sustainable procurement practices within the industry, in accordance with national policies and priorities within workplace

In order to ensure our sustainability initiatives can be carried out effectively, this policy is communicated to all employees and made available to key stakeholders. We have also established a sustainability roadmap, which outlines our sustainability vision in a wider prospective. We are committed to continually improving our sustainability performance by:

- Regularly reviewing this policy, our objectives, and our action plans
- Monitoring and reviewing key environmental, social, and governance indicators to track progress
- Identifying opportunities for improvement through audits, assessments, and stakeholder engagement
- Encouraging innovation and adopting best practices to enhance sustainability outcomes
- Responding proactively to emerging environmental and social challenges, including climate related risks
- Embedding sustainability considerations into strategic decision making at all levels of the organisation

If printed, the information in this document is accurate as of the date of printing. However, all documents are updated regularly, and readers should refer to the latest online version published on Staff Wiki. All documents are subject to the laws of the jurisdiction where the ES Global entity resides. All parties shall agree to submit to the exclusive jurisdiction of the courts in that location.