

Policy on Environmental, Social and Governance Sustainability

Board : Board of Directors of Gestetner of Ceylon PLC

Company: Gestetner of Ceylon PLC

Version: 01

Listing Rules': Listing Rule 9.2.1 (H)

1. INTRODUCTION

The purpose of this Environmental, Social, and Governance (ESG) policy is to outline GESTETNER OF CEYLON PLC's dedication to sustainable and ethical practices throughout all aspects of our operations. By embedding ESG principles into our strategy and day-to-day actions, we strive to strengthen environmental responsibility, create positive social impacts, and maintain the highest governance standards. This policy reflects our commitment to generating long-term value for our stakeholders while supporting a sustainable future.

ESG has become increasingly important as investors and stakeholders now prioritize non-financial factors in their investment decisions. ESG criteria allow for evaluating a company's overall sustainability and ethical conduct, which can impact its long-term success and reputation. Strong ESG programs enable businesses to attract investors, enhance customer loyalty, boost financial performance, ensure sustainable operations, and achieve a competitive advantage.

1.2. Scope

This ESG Policy is applicable to all operations, subsidiaries, and business units of Gestetner of Ceylon PLC. It pertains to all employees, management, directors, and any third parties associated with the Company.

2. ENVIRONMENTAL RESPONSIBILITY

- We will continue to work with our vendors to reduce their impact on the environment.
- We will assess use and disposal associated with the main goods we use.
- Monitor and manage water usage to reduce consumption and waste. Implement water-saving measures and technologies.
- Implement energy-efficient practices and technologies to reduce energy consumption and greenhouse gas emissions. Promote the use of renewable energy sources where feasible.

- Ensure proper disposal and recycling of waste materials in accordance with regulatory requirements. Partner with waste management providers to ensure responsible disposal practices.

3. SOCIAL RESPONSIBILITY

- Ensure fair and equitable treatment of all employees. Promote diversity, inclusion, and equal opportunity in hiring, development, and advancement. Implementation of Anti-harassment Policy and helpline to ensure better and respectful workplace.
- Invest in employee training and development programs to enhance skills, knowledge, and career growth. Encourage continuous learning and professional development.
- Support employee health and wellness through programs and initiatives that promote physical and mental well-being.
- Engage with local communities through volunteerism, donations, and support for community projects.
- Maintain open communication with community stakeholders to understand their concerns and expectations. Address issues and collaborate on initiatives that benefit the community.
- Ensure that products meet safety standards and regulatory requirements. Provide clear information about product features and performance to customers.

4. GOVERNANCE AND ETHICS

- We recognize that good CSR embraces all aspects of sustainable development and the way we affect people through our business operations.
- Ensure that the Board of Directors provide oversight of ESG matters and integrates ESG considerations into corporate strategy and decision-making.
- Uphold the Company's Code of Conduct and Ethics, which outlines standards for ethical behavior, integrity, and compliance with laws and regulations.
- We will assess which social issues are of most relevance to the contract and decide at what stage in the procurement lifecycle, this social policy could most effectively and legally be included.
- Implement anti-corruption policies and procedures to prevent bribery and corruption. Promote a culture of transparency and accountability.

5. IMPLEMENTATION AND MONITORING

5.1 ESG Integration

- Integrate ESG principles into business operations, strategies, and decision-making processes. Ensure that ESG considerations are embedded in all aspects of the Company's activities.

5.2 Performance Metrics

- Key Performance Indicators (KPIs) should be established and monitored to assess ESG performance, measuring environmental, social, and governance outcomes, while data collection and analysis should be used to guide decision-making and promote ongoing improvement.

5.3 Review and Reporting

- Review and update this ESG Policy regularly to ensure its relevance and effectiveness. Consider changes in regulations, industry standards, and Company operations.
- Share updates with stakeholders and provide transparency on ESG achievements and challenges where applicable.

6. POLICY REVIEW AND UPDATES

- **Annual Review:** This ESG Policy will be reviewed annually or as needed to ensure that it remains relevant and effective. The review process will consider changes in regulatory requirements, industry trends, and Company practices.
- **Policy Updates:** Ensure that the policy reflects the Company's ongoing commitment to ESG principles and best practices.