



Sustainability Policy

Our Commitment

This policy includes Quartztec Europe Limited commitment to maintain sustainable operations throughout all our services. We strive to minimise potential impacts on the environment, communities and local economies. We commit to delivering sustainable service offerings for our clients, and we aim to bring consistency with our offerings and the way we operate as a sustainable business.

Action Statement

Managing our business and delivering services in a sustainable way is part of our business strategy.

To ensure that it is effectively embedded into the way we operate, we have defined three main strategic goals:

- ✓ Doing business in a responsible way: ensure compliance with ethical business practices across our entire value chain; bring sustainable services to market that positively contribute to our client's environmental performance and engage with the local communities where we operate.
- ✓ Ensuring our team members' wellbeing: contribute to the professional and personal development of our team members while ensuring a safe and healthy work environment.
- ✓ Managing our environmental footprint: act consistently with our offering of sustainable services and continue to grow environmentally friendly practices to manage the carbon footprint of our operations.

Environment

Quartztec Europe recognises its responsibility to manage the environmental impact and performance of all our business operations. To ensure the effectiveness of our environmental footprint management, we commit to embed climate change risks and opportunities into our strategy, and to monitor our environmental footprint along with the performance of our carbon reduction goals.

Stakeholder Engagement and Communication

Quartztec Europe sustainability approach is supported by an ongoing dialogue with its different stakeholders which include clients, suppliers, team members and Directors. On a yearly basis, the company conducts an Environmental Review, ensuring our strategic goals and performance remain aligned and positive.

We are committed to identifying, implementing, measuring, and reporting our sustainability progress and identifying opportunities to engage our team members in our environmental and sustainability strategy, objectives, and targets. Therefore, in addition to the Environmental Review, Quartztec Europe communicates with its stakeholders through various mechanisms including its website, and annual updates and reports.

Continuous Improvement and Key Performance Indicators Reporting

At its core, sustainability is practical efficiency that does not harm people, society, or the environment and we are committed to continuous improvement. Quartztec Europe strives to make process improvements and ensure that the knowledge and results of those improvements are fully understood and built upon, leading to additional improvements. In order to ensure continuous improvement, Quartztec Europe reports on a continuous basis the key performance indicator that reflect the performance of our business and identify opportunities for improvement within its business process, to continue improving.



Policies That Promote Sustainability

Quartztec Europe's policies are reviewed regularly to ensure suitability for the organisation, as well as alignment with this sustainability policy. Policies being created or modified should be evaluated against Quartztec Europe strategic sustainability goals with a purpose of positive environmental and societal impact, whenever possible, while still achieving the intended outcome of the policy.