



Our Integrated Sustainability Policy

Our dedication to corporate sustainability embodies a proactive strategy aimed at ensuring long-term viability, profitability, integrity, and ethical conduct of our business with net positive outcomes from all operations. As a multifaceted conglomerate with a presence in many countries, we are steadfast in our resolve to uphold our legacy of exceptional corporate stewardship. This commitment involves aligning our operations with international standards and initiatives for sustainable development, while also focusing on 'building better before,' adhering to the precautionary principle, mitigating negative impacts, enhancing value, and fostering sustainable growth.

Our policy commitments:

- A. Establish and maintain governance structures and best practices to ensure compliance with legal and other regulatory requirements.
- B. Facilitate the achievement of the Sustainable Development Goals and strengthen the adoption of the ten principles of the UN Global Compact, the Women's Empowerment Principles and other voluntary endorsements of the Company.
- C. Conduct business with integrity, transparency, and accountability, and uphold a zero tolerance policy against corruption, bribery, fraud and unethical conduct.
- D. Embrace the precautionary principle to identify environmental impacts and employ environmental management systems to mitigate potential adverse environmental impacts.
- E. Integrate Disaster Risk Reduction (DRR) and Business Continuity Management (BCM) strategies to address climate change risks and other potential natural and manmade disasters to ensure resilience in operations and safeguard stakeholders.
- F. Establish mechanisms to gather feedback from stakeholders, identify needs and areas for improvement, and reinforce our strategic interventions for sustainable development.
- G. Encourage and support our partners within the supply chains to conduct business ethically with accountability.
- H. Integrate social and environmental governance benchmarks and responsible investment guidelines in strategic decision-making processes.
- J. Enhance efficiency, effectiveness, and resilience of operations through process optimisation and proactive risk management.
- K. Promote a culture of continuous innovation in the processes and products/ services provided to customers.
- L. Ensure excellence in quality management, brand integrity and continuous improvement of the customer experience.
- M. Drive sustainable value creation for local communities through partnerships, local employment, local purchasing and other strategic interventions.
- N. Use occupational health and safety management systems to ensure a safe and healthy working environment for all stakeholders.
- O. Nurture a diverse and inclusive workforce through comprehensive talent attraction/ retention, skills development, and progressive career transition strategies.
- P. Support and promote the protection of internationally proclaimed human rights and provide a safe and inclusive work environment free from all forms of discrimination and harassment to all stakeholders in line with the UN Guiding Principles on Business & Human Rights.

- Q. Manage and report performance information with transparency and accountability, in line with the international benchmarks endorsed, including the Global Reporting Initiative, to ensure stakeholders have the required information to make decisions about the company.
- R. Safeguard our IT infrastructure and sensitive information of the organisation by being diligent and being up to date on relevant risks, and ensuring compliance with relevant regulations, guidelines, policy frameworks and industry standards.
- S. Establish controls and guidelines to ensure responsible corporate communication as a standard of excellence, ethical conduct, and integrity.
- T. Ensure a ‘Net Positive Impact’ on biodiversity, wildlife, and sensitive ecosystems, upholding humane and ethical practices in all operations.
- U. Conduct routine performance reviews and embed into operational strategies the critical insights derived from the outcomes of action plans implemented for all commitments outlined in this policy.

Implementation

The Board Directors of Aitken Spence PLC, the Group Supervisory Board, the Group’s Sustainability Council, and the Management Council are the governing bodies setting guidelines and direction on our commitments to sustainability and will also review the performance of the Group’s companies.

Each business segment is expected to take leadership in implementing action through necessary frameworks, standard operating procedures and practices that meet the social, environmental, and economic governance priorities commensurate with the nature and scale of the organisation’s operational impacts, risks, compliance requirements and stakeholder needs. The Group’s Sustainability Team, comprising of the Main Representatives of the Segmental Sustainability Committees, are responsible to discuss identified priorities and implement required action for the policy commitments in line with the guidelines of the implementation framework of this integrated policy.

- Action required for impact control are mandated for all our companies embracing this policy and are listed as Essential or ‘Must Do’ action.
- More comprehensive, in-depth action is recommended to our business segments as Expected or “Should Do’ action on a case-by-case basis according to the nature and scale of the impacts, risks, compliance requirements and stakeholder needs.
- In addition, the framework provides guidance to our companies on action to champion causes relevant to the respective industries (Exemplary or ‘Could Do’ optional action).

The Group shall facilitate necessary awareness, education, and capacity-building interventions to ensure the effective implementation of the policy as detailed.

Document Control		
	Date	Revision
Details of the revision:	31.03.2024	<ul style="list-style-type: none"> - All policy commitments reworded to improve accurate representation of our objectives. - Policy statements focused on local community development have been merged for greater coherence and alignment (formerly commitments M and N are now combined to commitment M). - Sinhala and Tamil translations updated with the revisions.
Details of the most recent previous revision:	03.04.2023	<ul style="list-style-type: none"> - Tamil translation updated.
<p>Reviewed and approved by:</p> <p>Dr. Rohan Fernando Director – Aitken Spence PLC, as the Head of Sustainability for the Aitken Spence Group and Chairperson of the Aitken Spence Sustainability Council</p>		