

Environmental, Social & Governance (ESG) Policy Statement



Policy Scope

This policy applies to the operations of MAN Enterprise Group (MAN) globally.

Purpose

This ESG policy statement confirms MAN's adherence to environmental, social and governance principles to promote sustainable business practices.

Principles and Strategy

MAN commits to establishing a dynamic environmental and social management system (ESMS) which comprises key elements. The elements encompass developing pertinent policies and procedures, identifying and managing risks, building management programs, conducting training, spreading awareness, and boosting organizational competency, putting in place emergency preparedness and response plans, engaging and empowering stakeholders, establishing internal and external communication channels, embracing comprehensive reporting, and implementing robust monitoring with clear measurable targets. By placing ESG at the heart of its business values, MAN reaffirms its commitment to promote sustainable practices in the construction industry.

Oversight and Implementation

The Board of Directors bears the responsibility of overseeing, approving, and regularly reviewing and revising the company's ESG policy along with related ESG strategies embraced by the Group.

Environmental Stewardship

Focus:

MAN strive to reduce our environmental footprint and carbon emissions to promote sustainable environmental practices. MAN commit to identify environmental risks resulting from our business operations and eliminate, or if not possible, mitigate these risks.

Actions:

- Reducing carbon emissions , aiming to reduce environmental and financial costs
- Reducing wastes generated, including steel and wood, and promoting recycling and reuse techniques
- Reducing wastewater and implementing systems to integrate all the data related to wastewater across time, aiming for robust monitoring
- Reducing noise pollution resulting from business operations
- Safeguarding cultural heritage sites
- Optimizing resource usage, including raw materials and energy
- Reinforcing a culture of sustainable practices among suppliers and contractors

Social Responsibility

Focus:

MAN commits to foster a diverse, inclusive, and equitable culture, preserving the well-being and safety of all stakeholders, including employees, partners, suppliers, local communities, and others. MAN strive to make a positive impact on the society, while abiding by best international practices within the construction industry.

Actions:

- Promoting a diverse, equitable, and inclusive workplace
- Protecting children's rights
- Safeguarding the rights of minorities and migrant workers
- Combatting violence, discrimination, and harassment in the workplace
- Promoting a safe, healthy, and secure workplace
- Fostering a safe and healthy community
- Safeguarding the rights of indigenous peoples

Corporate Governance

Focus:

MAN values the significance of implementing sound governance principles. MAN commit to adopt an appropriate balance of the board to promote principled decision-

Actions:

- Promoting sound corporate governance practices
- Sustaining diversity within the board
- Nominating board members with an ESG skill matrix
- Environmental Stewardship, Social Sustainability & Governance (ESG) Policy Statement
- Instituting robust ESG management practices including risk management, internal controls, and audit processes
- Ensuring transparency and disclosure of pertinent information in a timely manner
- Fostering a culture of integrity through a comprehensive code of ethics, code of conduct, and regular training