

# Sustainability Policy

DYWIDAG and its subsidiaries are committed to conducting business in a responsible and sustainable manner by integrating Environmental, Social and Governance (ESG) considerations into our operations and decision-making, while minimizing environmental impact, supporting our people and maintaining the highest standards of integrity.

## To achieve this DYWIDAG Group is committed to:

### 01

Enhancing durability of infrastructure through high-quality and innovative solutions, contributing to reduced material use and lower environmental impact over time.

### 02

Managing environmental impacts across our operations, including the protection of air, water and soil, the responsible handling of hazardous substances, and the continuous improvement of environmental performance.

### 03

Promoting resource efficiency, waste prevention and recycling in line with the waste treatment hierarchy.

### 04

Integrating climate change considerations into our environmental management approach and operational decision-making.

### 05

Providing fair, transparent and responsible employment practices, ensuring equal opportunities and zero tolerance for child labor and unfair treatment.

### 06

Promoting the health, safety and well-being of our employees by maintaining a safe working environment and striving towards a goal of zero incidents.

### 07

Fostering a diverse and inclusive workplace culture based on respect, trust and equal opportunities, with zero tolerance for discrimination and harassment.

### 08

Conducting business with integrity by complying with applicable laws, regulations and internal standards, and by protecting company assets, information and data.

### 09

Maintaining zero tolerance for bribery, corruption and anti-competitive behaviour, and promoting fair competition in all markets in which we operate.

### 10

Ensuring transparent decision-making, open communication and a culture of trust, including the ability to speak up without fear of retaliation.

This statement applies to all employees and individuals working for or on behalf of DYWIDAG and its subsidiaries. Ultimate responsibility for the implementation of this statement lies with the Chief Executive Officer.



**Hugh Pelham**  
 Chief Executive Officer