



# ESG policy statement

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Environmental, Social, and Governance policy statement

Approved by ArcDia's management board on  
Nov 13th, 2024



# ArcDia's ESG -policy

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At ArcDia, we want to conduct our business in a sustainable manner. Our aim is to provide long-term positive value to our stakeholders, while trying to minimize the production of any negative impact on the environment or society. We are convinced that also ArcDia's stakeholders are conscious on the ESG-matters (environmental, social and governance), and they expect ArcDia to reflect socio-economic and environmental responsibility.

**ArcDia strives to comply with the ESG related values represented by ArcDia's stakeholders, including the customers, partners, staff and shareholders.**

We believe that companies that meet the environmental, social and governance standards are more competitive and successful in the long term.

We commit ourselves to:

- Carefully consider all the factors that might impact our environment, our people and the community whilst observing the highest standards of ethics. We want to ensure that our imprint and legacy are respectful of the social, community and environmental aspects.
- Be transparent about our internal ESG-related matters and open for emerging ESG initiatives.

## 1 Environmental sustainability

In the production of products and services, ArcDia complies with the national legislation and international treaties concerning environmental sustainability. ArcDia ensures that the goods and services are produced in an environmentally responsible manner. The company monitors the environmental impact of its operations and the supply chain. ArcDia strives to improve the environmental friendliness of its operations and to reduce the use of materials and the generation of waste, and we expect the same from our supply chain partners.

ArcDia commits to continued improvement policy, which also applies to environmental aspects. ArcDia aims to show leadership by having substantially lower emission/turnover and emission/capita figures compared to the industry average.

## 2 Human rights policy

The purpose of the Human Rights Policy is to enforce the commitment of ArcDia to recognize that Human Rights are universal and apply to all its employees, without distinction of any sort. We want to ascertain that our policies and processes cater for the protection of human rights through the identification of any matter that may adversely affect the latter, and that corrective measures are taken accordingly to stop and mitigate the issues.

We commit ourselves to:

- Apply the principles the Universal Declaration of Human Rights as they are transcribed into the laws and regulations of the countries where we operate.
- Create policies and procedures which are geared towards protecting human rights in all instances.
- Be vigilant of any instances where human rights may be violated and take immediate action to remediate same.

## 3 Equal opportunity policy

ArcDia's Equal opportunity policy aims to secure the prohibition of any form of discrimination and harassment of any type towards any employee or candidate. Accordingly, no colleague or a colleague candidate shall be favoured over the others by any means. This policy will also encompass our commitment towards inclusion, diversity and equity at the workplace.

We believe that diversity and inclusion among our team members is critical to our success in the international market. We seek to recruit, develop, and retain the most suitable people from a diverse pool of candidates.

## 4 Anti-Bribery and Corruption

ArcDia operates in accordance with the United Nations Convention against Corruption. The company does not directly or indirectly offer payment or other consideration to anyone in order to obtain or retain transactions or to achieve undeserved profit.

ArcDia acknowledges that it has a responsibility towards its stakeholders to ensure that ArcDia, its employees, and business partners do not commit acts of bribery or corruption. ArcDia complies with the applicable anti-bribery and corruption laws and regulations.

Bribery is a crime and is explicitly prohibited in ArcDia's operations. ArcDia does not tolerate direct or indirect bribery, corruption or attempts to affect personal motivations of corporate or government representatives.