

Environmental, Social and Governance (ESG) Policy





Symeres is committed to integrating Environmental, Social, and Governance (ESG) principles into our business operations and decision-making processes. We recognize that sustainable and responsible business practices are essential to our long-term success and the well-being of our stakeholders, including employees, customers, shareholders, and the communities in which we operate.

Environmental Responsibility

Energy Efficiency: We strive to minimize our energy consumption and improve energy efficiency across all our operations.

Greenhouse gas (GHG) emissions: We are committed to reducing our carbon footprint through sustainable practices, including the use of renewable energy sources.

Waste Management: We strive to reduce and recycle waste materials wherever possible and ensure the safe and responsible disposal of non-recyclable waste.

Water Management: We strive for efficient use of water resources and implement measures to reduce water consumption and pollution.

Social Responsibility

Health and Safety: We are committed to protecting the health and safety of our employees and continuously strive to improve our health and safety practices.

Diversity and Inclusion: We promote a diverse and inclusive workplace where all employees are treated with respect and have equal opportunities for growth and development.

Training and Development: We invest in the ongoing training and development of our employees to enhance their skills and career opportunities.

Community Support: We support the communities in which we operate through various initiatives, not limited and including charitable donations, volunteer programs, and partnerships with local organizations.

Stakeholder Engagement: We engage with our stakeholders to understand their concerns and expectations and incorporate their feedback into our business practices.

Governance

Integrity and Transparency: We conduct our business with the highest level of integrity and transparency, adhering to ethical standards and legal requirements.

Anti-Corruption: We have a zero-tolerance policy towards bribery and corruption and implement measures to prevent and detect any form of unethical behavior.

Board Oversight: Our management team provides oversight of ESG matters and ensures that ESG considerations are integrated into our strategic decision-making processes.

Risk Management: We identify and manage ESG-related risks and opportunities to ensure sustainability of our business.

ESG Reporting: We are committed to transparent reporting of our ESG performance and progress through regular disclosures and reports.

Continuous Improvement: We continuously review and improve our ESG practices and policies to ensure they remain relevant and effective.



Sustainable Supply Chain:

Supplier Standards: We work with suppliers who share our commitment to sustainability and require them to adhere to our environmental standards and our Supplier code of conduct.

Impact of supply chain: We are committed to minimizing the negative environmental and social impact of our supply chain.