

# Vaiva's Commitment to Environmental, Social, and Governance (ESG)

## Introduction

At Vaiva, we recognise the importance of sustainable business practices and are committed to incorporating Environmental, Social, and Governance (ESG) principles into our operations. Our ESG strategy aims to create long-term value for our stakeholders by driving positive environmental and social impact while upholding strong governance standards.

## Environmental Commitment

We are dedicated to minimizing our environmental footprint through the following initiatives:

### 1. Reducing Carbon Emissions

- Implementing energy-efficient practices across our operations.
- Transitioning to renewable energy sources where possible.
- Offsetting our carbon footprint through verified carbon offset programs.

### 2. Sustainable Resource Management

- Reducing waste generation and promoting recycling within our facilities.
- Implementing water conservation measures.
- Sourcing materials responsibly and prioritizing suppliers with sustainable practices.

### 3. Environmental Innovation

- Investing in research and development of sustainable technologies and solutions.
- Encouraging innovation to reduce the environmental impact of our products and services.

## Social Commitment

We are committed to fostering a positive social impact through our business practices and community engagement:

### 1. Employee Well-being

- Ensuring a safe, healthy, and inclusive workplace for all employees.
- Providing opportunities for professional growth and development.
- Promoting work-life balance and mental well-being initiatives.

### 2. Diversity and Inclusion

- Promoting diversity, equity, and inclusion at all levels of the organization.

- **Implementing policies and practices that support underrepresented groups.**
- **Encouraging diverse perspectives to drive innovation and growth.**

### **3. Community Engagement**

- **Supporting local communities through volunteerism, philanthropy, and partnerships.**
- **Investing in education, health, and economic development initiatives.**
- **Engaging with stakeholders to address social challenges and create positive change.**

## **Governance Commitment**

We uphold the highest standards of corporate governance to ensure transparency, accountability, and ethical conduct:

### **1. Ethical Business Practices**

- **Adhering to a strict code of ethics and business conduct.**
- **Ensuring compliance with all applicable laws and regulations.**
- **Promoting integrity and honesty in all our business dealings.**

### **2. Transparency and Accountability**

- **Maintaining open and transparent communication with stakeholders.**
- **Regularly reporting on our ESG performance and progress.**
- **Setting measurable ESG goals and tracking our achievements.**

### **3. Board Oversight and Diversity**

- **Ensuring strong oversight of ESG initiatives by our Board of Directors.**
- **Promoting diversity within our leadership and board composition.**
- **Encouraging active participation and engagement from all board members.**

## **Conclusion**

Vaiva is committed to integrating ESG principles into our business strategy and operations. By doing so, we aim to drive sustainable growth, create long-term value for our stakeholders, and contribute to a better future for our planet and society.