NCS IT Limited ESG Policy Statement

Introduction

NCS IT Limited is committed to integrating Environmental, Social, and Governance (ESG) considerations into our business operations and decision-making processes. We recognize that sustainable business practices are essential for long-term success and are dedicated to creating value for our stakeholders while contributing positively to society and the environment.

Environmental Commitment

Building on our existing Environmental Policy, we commit to:

- **Minimizing Waste:** Continue to reduce, reuse, and recycle materials to minimize waste production.

- **Energy Efficiency:** Enhance energy efficiency and reduce consumption wherever practicable and safe.

- **Resource Conservation:** Use natural resources responsibly and sustainably.

- **Emission Control:** Control and reduce atmospheric emissions to minimize our environmental footprint.

- **Noise Reduction:** Manage and reduce noise pollution in our operations.

- **Aesthetic Standards:** Maintain high visual aesthetic standards in our facilities and operations.

- **Supplier and Contractor Engagement:** Ensure that our suppliers and contractors adhere to our environmental objectives.

- **Stakeholder Communication:** Inform and engage customers, suppliers, and other stakeholders about our environmental goals.

- **Training and Education:** Provide ongoing training and education to employees to ensure understanding and implementation of our environmental policies.

Social Responsibility

We are committed to:

- **Employee Well-being:** Foster a safe, inclusive, and supportive work environment that promotes the well-being and development of our employees.

- **Community Engagement:** Actively engage with and support the communities in which we operate through various initiatives and partnerships.

- **Diversity and Inclusion:** Promote diversity and inclusion within our workforce and ensure equal opportunities for all employees.

- **Ethical Practices:** Uphold the highest standards of ethical behaviour in all our business dealings.

Governance

We are dedicated to:

- **Transparency and Accountability:** Maintain transparency in our operations and decision-making processes, ensuring accountability to our stakeholders.

- **Compliance:** Adhere to all relevant laws, regulations, and industry standards.

- **Risk Management:** Implement robust risk management practices to identify, assess, and mitigate potential risks to our business and stakeholders.

- **Board Oversight:** Ensure that our Board of Directors provides effective oversight of ESG matters and integrates ESG considerations into our strategic planning.

NCS IT Limited is committed to continuous improvement in our ESG performance. We will regularly review and update our ESG policy to reflect evolving best practices and stakeholder expectations. By integrating ESG principles into our business, we aim to create long-term value and contribute positively to society and the environment.