

Introduction

At **GCL SI**, we recognize the critical role that environmental, social, and governance (ESG) principles play in building a sustainable and responsible future. Our ESG policy reflects our commitment to reducing environmental impact, fostering a positive social footprint, and upholding the highest standards of ethical governance. By integrating these principles into our core operations, we aim to not only contribute positively to society and the environment but also to drive long-term value for our stakeholders. This policy outlines our approach and key initiatives that will guide us toward a more sustainable and equitable future.

Scope

This ESG Policy applies to all GCL SI operations, employees, supply chains, and partnerships. It guides our approach to sustainability, ensuring all projects and business decisions align with our commitment to environmental, social, and governance standards for a positive global impact.

Purpose

The purpose of GCL SI's ESG Policy is to establish a clear framework for integrating environmental, social, and governance principles into our business. This policy drives our commitment to sustainable growth, ethical practices, and long-term value creation, ensuring that our operations benefit both society and the environment.

Environment

- **Commitment:** We are dedicated to minimizing our environmental footprint through sustainable practices.
- **Key Areas:**
 - **Carbon Emissions:** Aim to reduce emissions through operational efficiencies and innovation, aligning with global climate goals.
 - **Biodiversity Conservation:** Protect and restore ecosystems by collaborating with organizations on initiatives such as sustainable forestry and habitat restoration.
 - **Energy Efficiency:** Reduce energy consumption and increase use of renewable energy sources.
 - **Waste Management:** Implement recycling and waste reduction initiatives.
 - **Water Resource Management:** Promote water stewardship by implementing sustainable water management practices, including efficient usage, reduction of waste, and protection of local water resources to ensure long-term availability.

Social

- **Commitment:** Foster a positive, inclusive, and equitable work environment while supporting community well-being.
- **Key Areas:**
 - **Diversity and Inclusion:** Promote a culture of respect and inclusion, with fair hiring and advancement practices.

- **Employee Health and Safety:** Ensure safe working conditions and promote health and wellness programs.
- **Ethical Labor Practices:** Uphold fair labor standards, including anti-child labor, anti-forced labor, and fair wages.
- **Community Engagement:** Actively contribute to community development and partner with local organizations for social impact.
- **Ensure ethical sourcing practices:** Identify and mitigate risks associated with controversial or high-impact sourcing, prioritizing suppliers that uphold human rights, labor standards, and environmental sustainability.

Governance

- **Commitment:** Uphold transparency, accountability, and integrity in all aspects of our business.
- **Key Areas:**
 - **Ethics and Compliance:** Adhere to legal and regulatory standards, with zero tolerance for bribery, corruption, and unethical practices.
 - **Board Oversight:** Establish diverse, independent boards to guide and oversee ESG initiatives.
 - **Data Privacy and Security:** Protect stakeholder data with stringent privacy policies and cybersecurity measures.
 - **Stakeholder Engagement:** Maintain open channels for feedback with stakeholders, including shareholders, employees, customers, and partners.

Implementation and Monitoring

- **Responsibilities:** Designate an ESG committee or officer to oversee the policy, set actionable plans, and report on progress.
- **Training:** Provide training for employees to understand and implement ESG practices in their roles.
- **Monitoring:** Regularly track, measure, and report ESG metrics to ensure transparency and accountability.
- **Reporting:** Publish annual or biannual ESG reports outlining achievements, challenges, and areas for improvement.

Review and Updates

- **Policy Review:** This policy will be reviewed annually to ensure relevance and alignment with global ESG standards and best practices.
- **Stakeholder Feedback:** Actively seek and incorporate feedback from stakeholders to refine and enhance ESG efforts.