



Pravas Sustainable Technologies Ltd

311 Shrewsbury Road, London, E7 8QU, United Kingdom
Tel.: +44 07891977017 Email: contact@pravas.co.uk
Website: www.pravassolar.co.uk and www.pravas.co.uk

SUSTAINABILITY POLICY

COMPANY: PRAVAS SUSTAINABLE TECHNOLOGIES LTD

1. BACKGROUND AND PURPOSE

Pravas Sustainable Technologies Ltd assumes far-reaching responsibility for its own operations and the impact they have on all people, the environment and wider society in a longer-term perspective. Obviously, all operations are based on compliance with applicable legislation, but in many contexts, the company assumes greater responsibility than this. The Company's Sustainability Policy defines the company's view on and overall ambitions in the sustainability segment. The Sustainability Policy includes health, safety, environmental and quality (HSEQ) issues.

2. POLICY STATEMENT

Pravas Sustainable Technologies Ltd's ambition is to continuously develop the business from a broad and long-term perspective – to conduct a profitable and sound business today without compromising the opportunities to do so in the future. This means the company strives to serve as a good corporate citizen, which

not only takes responsibility for its own development, but also its impact on all people, the environment and society generally.

The Company's sustainability work is conducted from a triple bottom line perspective, which considers business, social and environmental aspects:

- Business sustainability—striving for a stable and profitable progress over time and applying good business practice.
- Social sustainability—acting as a responsible employer as well as contributing to improved social progress within the geographies we are operating.
- Environmental sustainability—protecting the environment by actively strive to reduce our own and our customers' environmental impact as well as optimizing the resource utilization.

Within these areas, Pravas Sustainable Technologies Ltd has decided on some fundamental position of sustainability principles, described in this Sustainability Policy.

The services that the Company delivers are provided by its own staff, but some are also delivered by suppliers and sub-contractors. Accordingly, Pravas Sustainable Technologies Ltd also applies its sustainability standards to the work of its suppliers and sub-contractors. This means we strive for developing sustainable relations with its suppliers, and to actively make demands on as well as follow up significant suppliers in line with this policy.

To understand how operations affect the business environment and the expectations, the Company tends to maintain a structured and active dialogue with the important stakeholders in order to identify, analyse and manage their expectations, but also risks and opportunities that exist in our operations.

2.1 Business responsibility

2.1.1 Overall ambition

The overall ambition within the business area is to achieve long-term business sustainability by striving for a stable and profitable progress over time and by applying good business practice. In order to get there, Pravas Sustainable Technologies Ltd needs to provide a competitive, professional and value-adding service delivery based on continuously improved operations. This ensures good demand for our services and long-lasting customer collaborations. A sharp focus on results is also important, as well as respecting laws, and applying good business practice. This also applies to our suppliers.

2.1.2 Position of principles (business responsibility)

Within the business area, the Company is focusing on the following:

- The company should conduct its professional operations, delivering value-adding and innovative solutions based on our customer's standards of functionality, finances and reliability.

- The company should perform its duties professionally and in accordance with laws, regulations and sector practice, and actively tend to minimize the consequences of potential disruptions through good continuity planning.
- The company should add customer value by continuously develop, improve and adapt services delivered to changes in the customer's operation. This is conducted through a pronounced improvement culture and structured work on innovations.
- The Company will progress stably and profitably proceeding from a good ethical and moral attitude by providing a value-added and competitive service delivery. Pravas Sustainable Technologies Ltd will safeguard its long-term customer relationships, which combined with a professional sales approach, sharp focus on financial results and cash flow, will provide stable financial progress.
- The Company will provide accurate and relevant information in a secure manner and the corporate communication work should be conducted in accordance with its Communication Policy. To aid transparency and comparability, in its financial reporting, the company complies with accepted standards and principles where applicable.

2.2 Social responsibility

2.2.1 Overall ambition and strategy

The overall ambition within the social area is to strive for a better society by acting as a responsible and respectful employer as well as contributing to improved social progress within the geographies we are operating. This will be

achieved by the Company taking all people's equal value and rights into account, and by providing all staff with a good, safe, fair, non-discriminatory work environment. In addition to this, employee development is a priority. We also make a difference by different kinds of local community involvement.

Pravas Sustainable Technologies Ltd complies with the UN's Global Compact, the UN Universal Declaration of Human Rights, the ILO's Declaration of Fundamental Principles and Rights at Work (1998) and OECD Anti-Bribery Convention. This means focusing on occupational health and safety as well as management and employee development.

2.2.2 Position of principles (social responsibility)

Within the social area, Pravas Sustainable Technologies Ltd is focusing on the following:

- The Company will actively work for well-being of employees and a safe working environment.
- The Company should offer its employees a safe and sound working environment, which means a strong focus on occupational health and safety and a pronounced culture of continuous improvements.
- The Company strives to minimize the sick leave by stimulating good health and the opportunity to achieve a good work-life balance.
- The Company pursues a clear vision of zero workplace accidents, which is achieved by a strong risk awareness and structured work with safety work.

- The Company nurtures diversity, equality and a professional development of our employees.
- The Company pursues an including attitude and strive for a fair and equal treatment of all employees regardless of sex, age, sexual orientation, disability, ethnicity or religion.
- The Company offers all employees professional development through training and other measures to improve competence. A strong culture of continuous improvements also ensures all employees have the opportunity to influence their work and deliver the company's goals.
- The Company should offer all employees fair and equal market terms and benefits.
- The Company should contribute to social progress by local community involvement. Our business and our way of working affects people in the locations and geographics we are operating, thus Pravas Sustainable Technologies Ltd has the possibility and interest to support the communities where we operate.

2.3 Environmental responsibility

2.3.1 Overall ambition and strategy

The overall ambition within environmental responsibility is to protect the environment by actively trying to reduce our own and our customers'

environmental impact, as well as to reduce the resource utilization – both activities carried out in-house and by suppliers. In order to achieve this, we aim for improved environmental performance by acting as a green advisor to help clients reduce their environmental impact as well as actively reduce our own environmental impact, i.e. energy usage, waste management, chemical usage, carbon emissions from transports and resource efficiency.

2.3.2 Position of principles (environmental responsibility)

Within the environmental area, Pravas Sustainable Technologies Ltd is focusing on the following:

- The Company should actively try to minimize its customers' environmental impact, and not least, their energy consumption.
- The Company should provide green advisory services, and contribute to customers fulfilling their environmental commitments – not least in the energy segment, but also in the waste, water and chemical segment.
- The Company should conduct structured and proactive internal environmental work. Pravas Sustainable Technologies Ltd will work proactively to minimize the environmental impact arising from its own operations – as well as for purchased goods and/or services. All operations should be conducted in a manner satisfying the ISO 14001 international environmental standard. This will be achieved by endeavouring to minimize our own environmental impact, not least in terms of

CO2 emissions from transportation, energy consumption, waste management, chemical handling and resource efficiency.

3. ROLES AND RESPONSIBILITIES

The Director of Pravas Sustainable Technologies Ltd bears ultimate responsibility for the company's operations, including the sustainability. The CEO has delegated operational responsibility to dedicated functions and managers.

In order to ensure the necessary coordination and control, a Sustainability Team is appointed to report directly to the Director. The Sustainability Team prepares proposals for policies, overall objectives and principles of sustainability governance and is also tasked with setting and monitoring the annual indicators and annually, based on a stakeholder and business intelligence perspective, propose specific measures in the area of sustainability for decision in the Executive Management Team.

4. MONITORING OF COMPLIANCE

Pravas Sustainable Technologies Ltd is following up on KPIs within all sustainability areas, which are presented in a "Sustainability Report" each year. The Company's Sustainability Report shall report its sustainability efforts and

provide information to the extent necessary to understand the development, performance, status and impact of its operations, at least in matters relating to environmental, social and human, respect for human rights and the fight against corruption and bribery.




Signed

Roman Perciun

Print Name

10 April 2024

Date

09 April 2025

Review Date