

Flint Group Sustainability Policy

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It is the policy of Flint Group to identify and manage social, environmental and economic impact within our operations. We are committed to providing high quality products and services in a manner that ensures safe and healthy workplace for our employees and minimizes the impact on the surrounding environment by preventing pollution and protecting biodiversity. This policy applies to all Flint Group employees, contractors and visitors.

Key Requirements

Our approach to continuously improving our sustainability performance is underpinned by our Mission and Guiding Principles. Flint Group is a member of UN Global Compact for sustainability. By incorporating Ten Principles of the UN Global Compact based on:

- Human Rights,
- Labour,
- Environment,
- Anti-corruption

into our strategy and using 17 Sustainability Development Goals as a roadmap to achieve better and more sustainable future, we deliver value for our key stakeholders – customers, suppliers, employees, investors and communities, and also create solid base for long-term success.

Environment

- Comply with all applicable laws of the countries we operate in
- Maintain and develop environmental management system
- Monitor and minimize our carbon footprint
- Reduce water usage
- Manage responsibly and reduce waste
- Increase energy usage from renewable sources
- Responsible sourcing and transportation
- Collaborate with our suppliers and customers to reduce environmental impact of our cooperation
- Support our customers with responsibly built products
- Communicate openly the environmental profile of our products and services

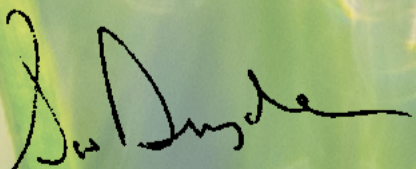
Social

- Comply with all applicable laws and principles
- Prohibit slavery, forced or child labor
- Prohibit discrimination and harassment
- Maintain a safe workplace – “nothing we do it worth getting hurt for”
- Train, engage and develop our employees
- Support local initiatives and conduct open dialogue with the communities

Governance

- Identify and manage risk
- Maintain and foster a culture of integrity and compliance
- Ensure all employees and partners align with our Code of Conduct
- Prohibit money laundering, fraud and bribery

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Steve Dryden
Chief Executive Officer
Flint Group