



ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

At Airnesco Group Ltd, we are committed to conducting our engineering operations in a responsible, ethical, and sustainable manner. Our Environmental, Social, and Governance (ESG) policy outlines our approach to minimizing our environmental footprint, supporting our people and communities, and upholding strong governance practices.

Environmental Responsibility

We recognize our role in protecting the environment and commit to:

- **Reducing Waste & Emissions:** Minimize energy use, material waste, and greenhouse gas emissions through efficient design, optimized processes, and responsible sourcing.
- **Sustainable Engineering:** Promote the use of sustainable materials and design methods that reduce lifecycle impacts of our engineering solutions.
- **Compliance & Monitoring:** Meet or exceed all relevant environmental regulations and regularly assess our environmental performance.
- **Office Practices:** Implement energy-efficient practices in our facilities (e.g., LED lighting, smart thermostats, recycling programs).

Social Commitment

We value our team, clients, and community, and are committed to:

- **Employee Wellbeing:** Provide a safe, inclusive, and supportive work environment, with opportunities for professional development and fair compensation.
 - **Diversity & Inclusion:** Foster a culture that embraces diversity and equal opportunity in hiring, promotion, and team collaboration.
 - **Community Engagement:** Support local STEM education initiatives, volunteer efforts, and partnerships that benefit the communities we serve.
 - **Health & Safety:** Maintain high standards of occupational health and safety across all projects and worksites.
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Governance & Ethics

We uphold high standards of integrity, transparency, and accountability:

- **Compliance & Ethics:** Adhere to all laws and ethical standards relevant to our business, including anti-bribery, fair competition, and confidentiality requirements.
- **Data Protection:** Safeguard client, employee, and partner data in compliance with applicable data protection laws.
- **Risk Management:** Identify and manage ESG-related risks in operations and project delivery.
- **Transparency:** Maintain clear documentation and reporting on ESG initiatives and progress.

Implementation & Review

This policy is reviewed annually and updated as needed. All employees and contractors are expected to understand and follow ESG practices. Managers are responsible for integrating ESG considerations into day-to-day decision-making.

Policy Authorised By

S Grant

Director