

Environmental, Social, and Governance (ESG) Policy August 2023



At Wavemar Electronics, we recognise our responsibility to contribute positively to the environment, society, and uphold high standards of governance. This ESG policy outlines our commitment to sustainable practices and ethical conduct in all aspects of our operations.

Environmental Stewardship:

We are dedicated to minimising our environmental impact by adopting sustainable practices throughout our operations. This includes reducing energy consumption, minimising waste generation while promoting the responsible use of resources. We will continually seek ways to improve our environmental performance by implementing eco-friendly technologies and processes.

Social Responsibility:

Wavemar Electronics is committed to fostering a diverse, inclusive, and safe work environment. We prioritise the well-being and development of our employees, ensuring fair treatment, equal opportunities, and promoting work-life balance. We also engage with our local communities, supporting education, healthcare, and other initiatives that contribute to their growth.

Ethical Governance:

Integrity and accountability are at the core of our governance principles. We adhere to the highest ethical standards in our decision-making processes, promoting transparency, honesty, and fair dealings with all stakeholders. Our leadership team is committed to preventing conflicts of interest and maintaining a strong governance framework that upholds the interests of our shareholders and stakeholders.

Supply Chain Responsibility:

We hold our suppliers and partners to the same ESG standards that we uphold. We strive to work with suppliers who share our commitment to environmental sustainability, social responsibility, and ethical business practices.

Continuous Improvement:

Wavemar Electronics views ESG as a journey of continuous improvement. We will regularly assess our practices, set targets where appropriate, and measure our progress against defined metrics. Our commitment to ESG will be communicated transparently to our stakeholders, and we welcome feedback and suggestions for further enhancement.

Within the ESG principles, we aim to create long-term value for our company, our stakeholders, and the planet. This policy guides our actions as we contribute to a more sustainable and equitable future.

A handwritten signature in black ink, appearing to read "M.V. Calladine", is written over a light grey circular background.

M.V.Calladine
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