

ESG (Environmental, Social, Governance) Policy formerly Corporate Social Responsibility			
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This policy applies to all senior management, managers and employees of Future Industrial Services (FIS). It may also refer to suppliers, contractors and partners.

This policy highlights our commitment to ensuring that we are a responsible business that meets the highest standards of ethics and professionalism and is divided into three sections: • Environmental • Social (Community, Employees) • Governance (Market Place, Suppliers, Management, Regulators and Employees)

Environmental

Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We will always follow best practices when disposing of waste and using chemical substances. In addition to our legal obligations, our company will work proactively to protect the environment and reduce our environmental impacts.

Examples of relevant activities include:

- Reducing the amount of waste we produce.
- Re-using items wherever possible.
- Recycling those items which cannot be re-used.
- Conserving energy using low energy or other environmentally-friendly technologies.

Governance

Our company will always conduct business with integrity. We will respect Competition Law and other relevant legislation and abide by our own internal policies. We will ensure that all our business operations are legitimate, and we will actively promote:

- Safety and fair dealing
- Respect towards customers and members of the public
- Anti-bribery, anti-corruption and perform due diligence of our supply chain against compliance obligations

Social

Our company may initiate and/or support community educational, social or sporting programs. For example, we may provide support to non-profit organisations or sports clubs to promote social and cultural development of local communities.

- We will support local, national or international charities through donations or organised events.
- We will endeavour to ensure that our work activities do not risk harming the lives of local people in the communities surrounding our work places or those we meet through our work activities.
- Our company is dedicated to protecting human rights. We will ensure that our activities do not directly or indirectly violate human rights in any country (e.g. human trafficking or modern slavery).
- We will endeavour to ensure that we don't put at risk the health and safety of our employees, contractors and other workers or those in our supply chain.
- We will support diversity and inclusion. We are a committed to equal opportunities in employment; we will abide by all statutory working practices and strive for best practice in our employment activities.
- We will actively invest in the development of our employees. We will be open to suggestions and listen carefully to ideas from employees. Our company will try to continuously improve the way it operates.

David Lusher