



Environmental, Social, and Governance

Document Information

Function:	Commercial
Document type:	Policy
VMS ID:	VMS-COM-POL-001
Current revision:	1.1
Reason for revision:	Full review. Change of CEO
Prepared by:	Michelle Chalmers on 14 March 2025
Reviewed by:	Graham Pittendrigh on 14 March 2025
Authorized by:	Thomas Aas Saethre on 14 March 2025
Document description:	To set out the framework and commitment by our top management towards environmental, social, and governance

Policy

Policy Overview

At Vysus Group, we are naturally progressive, always seeking to inject insight, innovation, and creativity into everything we do. We know that protecting our environment alone is not enough. All Vysus Group operations shall focus on both protecting our environment and increasing the sustainable ways in which we, our valued clients, and our service partners work. We actively strive to maintain ethical business relationships, along with a principled supply chain, to combat fraud, corruption, and bribery.

Policy Principles

At Vysus Group, we want to make a positive impact on the communities which surround us. Vysus Group are committed to the following:

- Acting in accordance with the laws, environmental standards, regulations, and relevant standards of the countries in which we operate.
- Preventing pollution and continually improving our environmental performance by taking actions and supporting initiatives to increase the sustainability of our operations.
- Efficiently managing waste and emissions through the lifecycle of our operations.
- Ensuring that employees and associates are free from conflicts of interest which could adversely influence their judgement, objectivity, or loyalty in conducting business activities or which could compromise our independence and integrity.
- Valuing and empowering our people and those we engage with, and respecting their rights as determined by the International Bill of Human Rights.
- Supporting community involvement and development by working with local stakeholders in the areas in which we operate.
- Recognizing the positive benefits that diversity, in all its forms, can bring to our business and operations.

In support of this policy, Vysus Group will do the following:

- Develop and maintain our Environmental Management System, ensuring compliance with ISO 14001:2015
- Be transparent in reporting our environmental and business performance.
- Conduct all our business in a professional, open, honest, and ethical manner.
- Take a zero-tolerance approach to bribery, corruption, and fraud within Vysus Group.
- Provide a comprehensive feedback system for comments and complaints from our employees, clients, and all relevant stakeholders.
- Encourage and support the ongoing personal and professional development of our people.
- Regularly review all Vysus Group policies to ensure they remain appropriate and consider any changes in legislation or statutory requirements.

Authorised by:

14 March 2025

Thomas Aas Saethre,
Chief Executive Officer



Vysus Group Holdings Limited