

CZARNIKOW SUSTAINABILITY STATEMENT

Czarnikow Group Limited
05th March 2022

Throughout Czarnikow's history, it has been committed to maintaining the highest standards of practice and responsibility within its operations, and this is recognised as a critical element in the company's longevity and success. It is this commitment to acting with responsibility and integrity, and also our commitment in our Strategy and Vision to making Sustainability one of our core strengths, which forms the basis for Czarnikow's commitment to promote sustainable business practices across the three areas of people, planet and profit:

- 1. People – Supporting the local communities which we work within through our charity partners**
- 2. Planet – Driving sustainable improvements across the entire supply chain**
- 3. Profit – Unlocking value for clients, stakeholders and shareholders to promote wellbeing and prosperity**

Czarnikow will use the VIVE Programme as its principle vehicle to deliver continuous improvements in these areas. To this end, Czarnikow is committed to uphold the following sustainability policy across all its international operations:

- To promote sustainability both internally within all Czarnikow entities and also with external stakeholders, not just in those countries in which Czarnikow has a physical presence, but wherever we are able to exert a positive influence;
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice;
- To ensure that all staff are fully aware of our Sustainability Policy and are committed to implementing it;
- To provide a management structure and sufficient, suitably trained personnel to ensure that the Guiding Principles of VIVE are implemented;
- To allocate human and financial resources to ensure effective implementation of the VIVE Guiding principles;
- To make clients and stakeholders aware of our Sustainability Policy and commitment to the VIVE Programme, and encourage them to adopt recognised sustainable business practices; and
- To work closely with our Partners Charities, Teach a Man to Fish and Bhubesi Pride, to support and expand their work, while also supporting and encouraging other charitable activities by our employees.

This policy will be communicated to all Czarnikow staff via the intranet and the system will prompt the policy (and all other relevant policies) to be reviewed annually, checked against current practices and be adapted if changes are required. Furthermore, it will be made available to members of the public via the Czarnikow website and on request.

For and on behalf of Czarnikow



Date: 05/03/2022