

## ELEVATE Sustainability Policy

The ELEVATE Sustainability Policy is built upon our belief in the positive impact of business-driven sustainability. We commit to responsible business practices emphasizing the environment, health and safety, employment, supply chains and community issues that our operations affect. We work with other parties to promote sustainable and responsible practices in the industries in which we operate.

### Application

This policy applies to all ELEVATE owned operations and its partnerships. We encourage other companies in which we have an interest as a stakeholder or through our supply chains to implement similar policies. Given the global reach and diversity of ELEVATE's operating footprint, implementation of the policy may vary by country and is a core responsibility of our executive leadership team.

### Our commitments

As the leading business risk and sustainability solutions provider, we will:

Be a good steward of natural resources and ensure that all potential adverse impacts of our operations on the environment are identified and appropriately managed.

- Do our best to safeguard the health and safety of our employees, clients and other stakeholders we work with.
- Provide an environment in which all employees are treated fairly and with respect and can realize their full potential.
- Encourage suppliers and contractors to promote sustainable business practices.
- Bring value to the communities in which we live and operate while respecting people's culture and heritage.
- Collaborate with our clients to maintain and improve labor and environmental practices along supply chains.
- Behave in a manner that respects the human rights of those affected by our operations and remediate individuals and communities adversely impacted by our operations.
- Maintain the highest standards of corporate governance and work against corruption in all its forms including extortion and bribery.
- Be guided by the ten principles of the UN Global Compact.

### How we do it

- We evaluate ELEVATE's sustainability footprint against internal targets and the UN Sustainable Development Goals regularly to evaluate and revise action plans.
- We review our sustainability performance annually with ELEVATE's Board of Directors.
- We encourage and empower our staff to help influence and support our sustainability targets through our ways of working.

### Respect and dignity

ELEVATE will treat all employees with respect and dignity and will not use corporal punishment, threats of violence or other forms of physical coercion or harassment.

There is no forced, bonded or involuntary prison labour, employees are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

## Forced or involuntary labor

ELEVATE will not use forced or involuntary labor of any type (e.g., forced, bonded, indentured or involuntary prison labor); employment is voluntary.

## Review

This policy will be reviewed annually.

## Additional information

Disclosure	Public
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