ESG POLICY

Neoteric Energy is committed to environmentally and socially responsible business practices. This ESG Policy integrates sustainability into our strategy and operations, ensuring long-term value for stakeholders.

1. Environmental Commitments

- **Sustainable Operations:** Reduce waste, conserve resources, and lower carbon emissions.
- **Compliance:** Meet or exceed environmental laws and regulations.
- **Renewables:** Continuously improve the sustainability and efficiency of our clean energy solutions.
- **Impact Assessment:** Evaluate and mitigate environmental impacts, protecting land, air, water, and biodiversity.

2. Social Responsibility

- **Health & Safety:** Ensure a safe and healthy environment for all personnel and communities.
- **Fair Labor:** Uphold human rights, prohibit child/forced labour, and promote equality.
- **Community:** Respect and support local communities' development.
- **Stakeholders:** Maintain open, transparent communication with all stakeholders.

3. Governance

- **Ethics:** Zero tolerance for bribery and corruption; uphold the highest ethical standards.
- **Governance Structure:** Ensure clear accountability through robust board and management practices.
- **Risk Management:** Identify and mitigate ESG and operational risks.

4. Implementation & Oversight

- **Responsibility:** All staff and contractors are accountable; management ensures leadership and resources.
- **Training:** Regular ESG training provided to employees.
- **Monitoring:** Use KPIs to measure ESG performance and report progress.
- **Improvement & Transparency:** Regular policy review; align reporting with GRI, SASB, and other frameworks.

We believe that embedding sustainability principles across our business creates long-term value for our stakeholders, the environment, and society.

We are committed to measuring, reporting, and continuously improving our ESG performance in alignment with applicable national and international frameworks, guidelines, and the United Nations Sustainable Development Goals (SDGs).

Managing Director

CEO

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