

Environmental, Social & Governance (ESG) Policy

Living Our THREAD Values

1. Introduction

Optimas OE Solutions (“Optimas”) is committed to building a resilient, responsible, and sustainable business that integrates Environmental, Social, and Governance (ESG) principles into the way we operate, make decisions, and manage risk.

This ESG Policy sets out Optimas’ commitments, priorities, and approach to managing ESG-related matters across our operations and supply chain. It supports our Code of Conduct, reflects our THREAD values, and aligns with evolving legal, regulatory, customer, and stakeholder expectations.

2. Environmental Responsibility

2.1 Our Commitment

Optimas is committed to reducing its environmental impact and supporting more sustainable industrial and supply-chain practices. We recognise our responsibility to operate efficiently, minimise waste, and manage environmental risks in a pragmatic and measurable way.

Our environmental approach is guided by the principles of prevention, efficiency, and continuous improvement.

2.2 Environmental Objectives

Our key environmental objectives include:

- reducing greenhouse gas emissions where practicable;
- minimising waste and promoting responsible resource use;
- improving energy efficiency across operations;
- supporting the transition to lower-impact and renewable energy solutions where feasible;
- encouraging environmentally responsible sourcing and logistics practices.

2.3 Environmental Actions and Controls

To support these objectives, Optimas will:

- implement energy-efficient technologies and operational practices;
- reduce single-use materials and support recycling initiatives;

- work with suppliers that demonstrate compliance with applicable environmental standards;
- monitor key environmental metrics and identify areas for improvement;
- assess environmental risks relevant to our operations and supply chain.

Environmental initiatives are prioritised based on risk, impact, and operational feasibility.

3. Social Responsibility

3.1 Our People and Communities

Optimas recognises that our success depends on the capability, engagement, and wellbeing of our people, as well as the communities in which we operate.

We are committed to fostering a workplace culture that is **inclusive, safe, respectful, and supportive**, and to conducting business in a way that respects human rights and fair labour practices.

3.2 Social Objectives

Our social objectives include:

- promoting diversity, equity, and inclusion;
- safeguarding employee health, safety, and wellbeing;
- supporting fair and lawful labour practices;
- contributing positively to local communities where appropriate;
- maintaining a respectful, professional working environment.

3.3 Social Actions and Practices

Optimas supports these objectives by:

- implementing policies and training that promote inclusion, respect, and ethical behaviour;
- complying with health and safety laws and maintaining safe working conditions;
- encouraging employee engagement and feedback;
- supporting responsible supply-chain practices, including modern slavery prevention;
- engaging with community and charitable initiatives where appropriate.

4. Governance

4.1 Commitment to Ethical and Responsible Governance

Strong governance underpins Optimas' approach to sustainability, compliance, and long-term value creation. We are committed to operating with integrity, accountability, and transparency.

4.2 Governance Objectives

Our governance objectives include:

- maintaining effective oversight and accountability structures;
- promoting ethical conduct and compliance with laws and regulations;
- managing risk in a structured and proportionate manner;
- protecting stakeholder interests and long-term business value.

4.3 Governance Framework and Controls

Optimas' governance framework includes:

- Board and senior leadership oversight of strategy, risk, and compliance;
- a Code of Conduct aligned with our THREAD values;
- policies addressing anti-bribery, whistleblowing, data protection, human rights, and modern slavery;
- internal controls, reviews, and audits appropriate to our risk profile;
- transparent communication with stakeholders where appropriate.

5. ESG Oversight, Implementation and Monitoring

5.1 Roles and Responsibilities

- **Board of Directors:** Oversees ESG-related risks and governance as part of broader organisational oversight.
- **Senior Leadership:** Responsible for implementing ESG commitments and policies.
- **Employees:** Expected to act in accordance with ESG principles in their daily work and decision-making.

5.2 Monitoring and Reporting

Optimas will:

- monitor ESG performance using relevant qualitative and quantitative indicators;

- review ESG risks and controls periodically;
- assess progress against key ESG priorities;
- engage with customers, suppliers, and other stakeholders where appropriate.

Public ESG reporting will be developed and expanded in line with business needs, regulatory requirements, and stakeholder expectations.

6. Continuous Improvement

Optimas is committed to continuous improvement in its ESG performance. We will:

- monitor regulatory developments and emerging best practice;
- adapt policies and controls as expectations evolve;
- promote awareness, learning, and accountability across the organisation.

7. Policy Review

This ESG Policy will be reviewed at least annually to ensure that it remains appropriate, effective, and aligned with Optimas' business strategy and external requirements.

Conclusion

At Optimas OE Solutions, ESG principles are integral to how we operate and grow responsibly. By embedding environmental stewardship, social responsibility, and strong governance into our business, we aim to create sustainable value for our customers, employees, shareholders, and wider stakeholders.

Optimas OE Solutions Ltd ("Optimas") is committed to conducting business ethically, responsibly, and in compliance with all applicable laws. An open and transparent culture is essential to this commitment.