

GROUP SUSTAINABILITY & ENERGY POLICY



ICR is fully committed to our Environmental, Social, and Governance (ESG) responsibilities and will conduct our business in such a way as to manage our energy usage, reduce our carbon footprint and adhere to a business code of conduct that is aligned with the UN global compact and goals for sustainable development.

Sustainable development is a strategic priority and a guiding principle within our business. We are committed to responsible energy management and will practice energy efficiency throughout all our premises, plant and equipment, wherever it's cost-effective. ICR aspire to meet the following ESG policies and principles:

Environment

- Strive for best practice in all areas and to meet UN Sustainable Development Goals wherever possible
- Reduce our carbon footprint by adopting industry best practices, improving energy efficiency, and increasing our commitment to renewable energy;
- Benchmark energy usage and carbon footprint for all business sites by the end of 2023
- Purchase and use energy in a cost effective, efficient and responsible manner
- Use water responsibly and sustainably;
- Contribute to the creation of a circular economy, where waste materials are no longer simply thrown away, but are assessed for potential re-use or recycle;
- Source materials responsibly and sustainably, ensuring that suppliers meet our sustainability goals;
- Engage with our suppliers to minimize the environmental impact of goods and services we procure.

Social

- Strengthen our employees' environmental knowledge and skills in order to improve our own environmental performance.
- Provide information and training opportunities on energy saving measures.
- Offer opportunities for employees to engage in initiatives that contribute to environmental protection or charitable work in the community.
- Bring value to the communities in which we operate and respect their culture and heritage;

Governance

- Appoint an ESG Champion to guide and support the business to meet ESG requirements
- Monitor our Environmental, Social and Governance (ESG) performance and report annually.
- Comply with applicable international, regional and national legislation regarding energy consumption and energy efficiency.
- The alignment of our corporate values and code of business ethics with the UN Nation Global Compact and Sustainability Goals

Jim Beveridge

CEO

Date: 12/07/2022

Handwritten signature of Jim Beveridge in blue ink.