

Title	Environment, Social & Governance (ESG) Policy
Version	V1
Issue Date	
Revision Date	

I. Introduction to the Policy:

Foods and Inns Limited (“The Company” or “F&I”) is committed to creating sustainable value for all stakeholders, aligning with the current needs. Over the years, we have meticulously crafted integrated value chains, emphasizing larger packaging and reusable containers. Our unique 4P approach, focusing on People, Produce, Plant, and Procurement, aims to foster sustainable practices.

Recognizing the significance of addressing Environmental, Social, and Governance (ESG) risks, our sustainability strategy is deeply rooted in a vision of building a dynamic, responsible, and resilient business model. We are dedicated to integrating ESG principles into our decision-making processes, viewing them not merely as reporting obligations but as fundamental to our corporate culture.

II. Scope:

This policy applies to all individuals at every level and position within the Company, including permanent, fixed-term, or temporary employees, as well as any other individuals associated with us or any of our subsidiaries/associates.

III. Our Commitments:

- We are dedicated to adhering to all applicable laws, regulations, and legal obligations at national, regional, and local levels. In instances where specific legislation is absent, we pledge to follow industry best practices and pertinent international standards.
- Our commitment extends to continual improvement across all operational facets. We leverage emerging technologies, explore innovative opportunities, and embrace eco-friendly practices to enhance sustainability. By minimizing and optimizing our use of water, waste, energy, and greenhouse gas emissions, we aim to provide sustainable products and services.
- We are dedicated to fostering environmental awareness and responsibility among our employees, business partners, and communities. Through education and inspiration, we encourage the adoption of environmentally friendly practices.
- We firmly believe in the interconnectedness of sustainable business practices and financial performance. With a robust governance structure in place, we are committed to achieving our ESG objectives. By spearheading positive change and striving for a meaningful impact on both people and the planet, we remain steadfast in our dedication to sustainability.

IV. Policy Objectives

At F&I, we aim to ensure that ESG is well integrated, and its issues are considered at all the levels of business activities and are in accordance with international and national codes and principles. We aim to achieve this by:

- Assessing the environmental aspects and risks, employing appropriate control mechanisms to manage impacts. Our environmental strategy is communicated transparently to stakeholders, ensuring alignment, and understanding.
- Setting clear objectives and targets towards to our commitment to prevent, diminish, or mitigate environmental impacts. We periodically review our performance against these objectives to ensure effective environmental management.
- Managing impacts related to energy consumption, carbon emissions, water usage, wastewater management, waste (both hazardous and non-hazardous), air emissions, and chemical management systems.
- Conserving natural resources by adopting environment friendly and energy-efficient technologies and continually integrate advancements into our operations. By embracing new technologies and eco-friendly practices, we strive for sustainable operations.
- Creating an inclusive work environment free from discrimination, harassment, and bullying, where all individuals are treated with dignity and respect.
- Offering relevant information, instruction, and training to the employees ensuring the effective communication of this policy and its key objectives.
- Ensuring a safe and healthy workplace by adhering to international occupational health and safety standards and regulations.
- Implementing robust control measures to mitigate health and safety risks and prevent workplace incidents related to company operations.
- Cultivating a diverse culture rooted in ethical principles, promoting equality and inclusivity.
- Demonstrating our commitment to broader societal and community development, with a focus on local employment opportunities.
- Investing in resources to enhance the skills development and advancement of our teams through personalized learning paths integrated into our organizational culture.
- Nurturing a culture that values and respects all employees, fostering regular engagement initiatives to gather feedback and promote transparency.
- Complying with applicable regulatory requirements, laws and other relevant national, regional, and local regulations and legal obligations. In the absence of appropriate legislation, utilize industry best practices and relevant international standards.
- Securing the relevance, understanding, and effective communication of our vision and ESG objectives, while ensuring that our employees consistently demonstrate alignment with these goals.
- Incorporating ESG as a recurring agenda item in all Board meetings and instituting standardized Board reporting mechanisms.
- Establishing measurable targets for ESG matters, with a commitment to reporting, monitoring, reviewing, and disclosing the outcomes to both our employees and stakeholders.
- Raising awareness among both internal and external stakeholders, including business partners and suppliers, about the importance of adopting practices aligned with our environmental policies. We work together towards collectively managing environmental impacts.
- Promoting a sustainable approach to business by assessing our purchasing requirements. This includes

prioritizing the use of recycled materials, reducing waste, and minimizing the use of harmful chemicals, aligning with our commitment to environmental responsibility.