



Climate change and environmental sustainability present challenges and opportunities for ProductLife and our stakeholders.

As a service provider, PLG recognizes that our business activities have some impact on the environment.

We are committed to continually improving our environmental performance and integrating leading environmental practices into our business strategy and operations and fostering environmental awareness and responsibility among our employees, customers and suppliers.

This policy statement applies to all ProductLife Group offices and employees worldwide

we are committed to training our employees on the environmental impacts of their work and developing programs to harness employee enthusiasm and provide them with opportunities to collaborate on our journey to improve environmental performance.

We are committed to consulting regularly with key stakeholders (particularly employees, customers and suppliers) on environmental matters and to ensuring that our environmental program meets their expectations

Facilities

We are taking action to reduce the impact that our facilities have on the environment throughout their lifespan, by:

- *Active monitoring of power consumption to identify opportunities to reduce usage;
- * Introducing advanced energy-saving measures such as high efficiency lighting and HVAC (heating, ventilation and air-conditioning) systems;
- * Usage of "green energy schemes" where possible (i.e. electricity provider that delivers only power from regenerative sources).

Business Travel

Business travel is a particular issue for the services industry. While recognizing the critical importance of face-to-face time spent with our clients, we continue to take pragmatic steps to reduce our travel-related impacts:

- *Video-conferencing and other tools to enable remote and global collaboration;
- *Encouraging the use of public transport and rail passes and avoiding using plane considering distance and security;
- * Encouraging commuting to environmentally friendly transportation means;
- *Providing virtual working and flexible working hours to enable employees to work remotely and travel outside peak periods.

Waste Management

PLG uses the 'reduce, recycle, reuse' principle to drive our approach to waste management, encouraging recycling initiatives and individual responsibility while implementing ways to reduce non-renewable resource usage.

We have introduced schemes to:

- * Provide recycling facilities for paper, cardboard, glass, aluminum, printer toners, plastics and reduce electronic waste depending on available local facilities;
- * Accelerate digital transformation to reduce waste creation of paper, cardboard, plastics in combination with paperless office strategy;
- * Reduce electronic waste creation by applying advanced recycling policies in accordance with local legislation;
- * Continuous investment on green certified IT equipment & technology;
- * Discourage unnecessary printing and encourage double-sided and black and white printing and photocopying when essential;
- * Ensure that all electronic equipment is recycled in accordance with local legislation.

Relationship with suppliers / partners:

Assess the environmental performance of our key suppliers and have sourcing processes that ensure our suppliers and business partners provide products and services that help us meet our Group's environmental goals, including carbon emissions, reduction of energy consumption and minimization of waste.

Relationship with our clients

Engage with our clients to consider the environmental impact of how we deliver our work and help them address their own environmental impacts.

In addition, PLG has a responsibility to conduct an environmental assessment process for significant mergers and acquisitions to assess potential environmental impacts, performance and environmental risks.

In achieving these key objectives, PLG is committed to a program of continuous improvement and will set targets and measure progress against them.

Employees should understand these practices and support PLG in their implementation, including by participating in appropriate training and awareness activities.

A handwritten signature in blue ink, appearing to read 'Xavier Duburcq', is written over a faint, light blue rectangular box.

Xavier Duburcq
PLG CEO

Date- 20-Sep-2022