



Environmental, Social and Governance Policy

Purpose

Quantios ("The Company") believes that Environmental, Social and Governance ("ESG") factors are critical to our business, from both an opportunity and a risk-mitigation perspective. Therefore, we seek to properly assess, monitor and address our impact on the environment; our relationships with employees, customers and the communities in which we operate; and our governance of ESG issues. The ESG Policy is intended to provide a broad framework for our approach to integrating ESG considerations into our operations and reflects our commitment to sustainable and responsible business practices.

This policy outlines the values, principles, and behaviours expected of all Quantios Staff. Staff including employees, contractors, consultants, and other individuals working under The Company's supervision or engagement are expected to follow these guidelines.

Good Governance

The Company is committed to operating with integrity and excellent ethical standards and has implemented governance structures and practices as our foundation. This helps us to build an environment of trust, transparency and accountability which is necessary for fostering long-term investment, financial stability and business integrity, risk mitigation and compliance.

The Company seeks to promote strong oversight, transparency and risk management at all levels of the organisation and is committed to good governance through the use of metrics and operational procedures including, but not limited to, management structures, decision making processes, compensation structures, audit & risk controls, values & code of conduct, as well as compliance with applicable laws and regulations.

Ethics and Responsibility

The successful business operation and reputation of The Company is built upon the principles of fair dealing and ethical conduct. In connection with this commitment, The Company has adopted a Corporate Code of Conduct, an Anti-Bribery and Anti-Corruption Policy, a Whistleblowing Procedure, a Sanctions Policy and a Modern Slavery Statement.

Privacy and Cybersecurity

The Company seeks to create a secure environment that protects the privacy of its employees and customers and complies with applicable laws and regulations. The Company takes the confidentiality, data integrity and information security of its own data and systems, as well as that of its customers, seriously and aims to embed security at all stages of the technology lifecycle. Taking a comprehensive and consistent approach to the secure management of information across the organisation, minimises both the likelihood of occurrence and the impacts of any information security incidents. In connection with this commitment, The Company has adopted a Cybersecurity Policy, Data Protection Policy and an AI Policy a Privacy Notice,

Environment and Climate Change

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The Company recognises it has a responsibility to protect the environment and is committed to reducing our environmental impact by identifying the effects our operations may have on the environment and to put control and reduction measures in place to mitigate their effects.

To ensure our environmental stewardship and protect the sustainability of the planet The Company is committed to minimising our consumption of natural resources including oil, gas and water, reducing waste by adopting the waste hierarchy, lowering our carbon footprint through carbon reduction strategies and protecting the habitats in which we operate.

In support of this commitment The Company has implemented an Environmental Policy.

Social and Community Engagement

To support the communities in which we and our employees live and operate, The Company has established a charity committee tasked with supporting charities and local organisations across all of our regions.

Through the committee, employees are supported in giving their time to volunteer, fundraising events are held and charities are supported directly by donations.

Social and community engagement is enhanced via a corporate learning programme which delivers employee training and awareness sessions on a range of social and community issues.

Human Rights

The Company seeks to earn the trust of our employees, our customers and all of our stakeholders by operating in a responsible way and protecting the fundamental human rights of all individuals.

Modern slavery is a crime and a violation of fundamental human rights. The Company has a zero-tolerance approach to modern slavery, forced labour and child labour and is committed to acting ethically and with integrity in all its business dealings and relationships.

In support of this commitment, The Company has implemented an Anti-Slavery Policy .

Employee Relations

The Company is committed to fostering a workplace environment built on fairness, equality, and respect. Our approach to employee terms and conditions is guided by the principles of transparency, integrity, and compliance with all relevant employment laws and regulations.

The Company believe all employees should have access to clear and equitable terms that promote their well-being, growth, and success within the organization. To ensure this, we adhere to the following standards:

Equal Opportunities: We provide fair and equal opportunities in recruitment, development, and promotion, regardless of age, gender, race, ethnicity, disability, sexual orientation, or any other protected characteristic.

- **Transparent Compensation:** Our compensation practices are designed to be competitive, transparent, and aligned with the skills, experience, and performance of our employees. We regularly review and benchmark salaries to ensure fairness across all levels.

Quantios

- **Work-Life Balance:** We recognise the importance of work-life balance and offer flexible working arrangements where possible. This includes ensuring fair working hours, leave entitlements, and support for employees in managing their personal and professional lives.
- **Health, Safety, and Well-being:** We prioritize the physical and mental health of our employees by providing a safe working environment and access to wellness resources. We are committed to supporting employees' well-being both at work and outside of it.
- **Clear Communication:** Employees receive comprehensive information about their roles, responsibilities, and the conditions of their employment from the outset. We encourage open communication and ensure that employees understand their rights and obligations.
- **Ongoing Development and Training:** We invest in our employees' professional growth through ongoing training and development programs. This empowers them to build their skills, progress in their careers, and contribute meaningfully to the organization.
- **Compliance with Legal Standards:** Our employment terms and conditions are in full compliance with local, national, and international labour laws. We regularly review our policies to ensure they remain in line with legal standards and best practices.

By maintaining fair and equitable terms and conditions, we aim to create a supportive, inclusive, and rewarding environment for all employees to thrive and succeed.

Health, Safety and Wellness

The Company recognises the importance of the health, safety and welfare of its employees. In connection with this commitment, The Company takes all necessary actions to uphold safe and welcoming places to work, maintains dedicated health and safety policies, trains mental health first aiders, consults with employees and provides a wide range of benefits and events for employees, covering sickness, health care, wellbeing and mental health.

Diversity, Equity and Inclusion

The Company actively supports equality of opportunity in all of its employment practices, including but not limited to the selection, hiring, promotion, compensation, benefits, discipline, training, terminations diversity of applicants and employees without regard to any characteristic protected by applicable law.

The Company will not tolerate any form of discrimination or harassment of any kind.

For The Company, that means being committed to being active in building a team that reflects the diversity of people and perspectives in the world in which we live and operate.

In connection with this commitment, The Company is an Equal Opportunity Employer and maintains Diversity, Ethnicity & Inclusion, Anti-Harassment and Bullying, and other applicable policies with its Culture Guide.

Employee Development, Training and Engagement

The Company is focused on creating and maintaining a workforce, managers and leaders that are agile, skilled and qualified to deliver an exceptional experience for our customers whilst being inspired to develop and grow their careers.



To implement this ESG policy, The Company is committed to:

Investing time and resources to ensure it can fulfil its ESG commitments consistently.

Reporting on its progress against The Company's ESG commitments to key stakeholders including employees.

Reporting any breaches or concerns to The Company's Board.