

Sustainability Policy

for NEC XON Holdings (Pty) Ltd, its Subsidiaries and Branch Offices

As a member of the NEC Group, we pledge to uphold human rights, support the UN Global Sustainable Development Goals, and act ethically in collaboration with our stakeholders to foster positive impacts and global sustainable development.

Commitments

Foster a corporate culture that prioritizes sustainability and embraces environmental and social governance.

Oversee our business's effects on both people and the environment.

Meet Sustainability disclosure requirements.

Value integrity in information.

Manage our supply chain responsibly.

Arrangements

- Understand the requirements of the international sustainability instruments, standards and NEC rules.
- Support NEC climate change (decarbonization) efforts.
- Respect the human rights of our employees, partners and other right holders based on NEC Human Rights Policy.
- Contribute to solving social issues and create value for society through our business.
- Recognize the benefits of diversity, equal opportunities and of a healthy work-life balance.
- Encourage the reporting of concerns and protect whistle-blowers in compliance with NEC XON Whistleblowing Policy.


- Prevent corruption and bribery.
- Remedy potential negative impacts related to modern slavery, child and forced labour issues.
- Identify materials sustainability impacts. Risks and opportunities connected to our business, solutions and services.
- Conduct sustainability due diligence.

- Contribute to tenders, customer audits by providing accurate information.
- Implement initiatives to establish, develop and promote policies with respect to responsible business conduct.
- Exchange best practices, gather insights from peers, and advance along our pathway to achieving sustainable development goals.

- Collaborate with our value chain to build long term trust, sound and dynamic knowledge.
- Continually improve the quality of stakeholder dialogue and of our ISO management systems to support the responsible growth of our own regional group, NEC worldwide and our business partners.

- Implement sustainable procurement practices and effectively communicate our core expectations to suppliers to achieve the responsible business conduct goals set by our customers and our company.

Subject to review, monitoring and revision by: **April 2025**
 (Every 12 months or sooner if work activity changes)
 Issued: **April 2024**
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 Jan Carel Coetzee (Apr 9, 2024 10:09 GMT+2)

Approved & Issued by Carel Coetzee
 CEO, NEC XON,
 with overall and final responsibility for Sustainability