

ESG POLICY

1. PURPOSE

The purpose of this Environmental, Social, and Governance (ESG) Policy is to articulate Lex Enviro Services commitment to sustainable and responsible business practices. This Policy outlines our principles and guidelines for incorporating ESG considerations into our decision-making processes, operations, and corporate culture.

2. SCOPE

This Policy applies to all employees, contractors, vendors, partners, and stakeholders associated with Lex Enviro Services. It encompasses our environmental, social, and governance practices across all aspects of our business activities.

3. ENVIRONMENTAL RESPONSIBILITY

Environmental sustainability is a fundamental aspect of our business ethos. We commit to:

- **Compliance:** Comply with all applicable environmental laws and regulations in the regions where we operate.
- **Resource Efficiency:** Continually strive to reduce resource consumption, waste generation, and greenhouse gas emissions in our operations.
- **Sustainable Practices:** Promote sustainable procurement, and supply chain practices to minimise environmental impacts.
- **Conservation:** Not contribute to practices that affect biodiversity, protected natural habitats, and increase environmental degradation.

4. SOCIAL RESPONSIBILITY

We are dedicated to promoting positive social impacts and fostering a diverse, equitable, and inclusive workplace. We commit to:

- **Diversity and Inclusion:** Foster a diverse and inclusive workplace that values differences and provides equal opportunities for all employees, regardless of race, gender, age or sexual orientation.
- **Labour Practices:** Uphold fair work laws, including safe working conditions, , and protection of employees' rights.
- **Community Engagement:** Engage with local communities.

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- **Human Rights:** Respect and uphold human rights, both within our organisation and in our business relationships.

5. GOVERNANCE INTEGRITY

We recognise the importance of strong governance practices to build trust with stakeholders. We commit to:

- **Ethical Conduct:** Uphold the highest ethical standards in all our business activities and decision-making processes.
- **Accountability:** Foster a culture of accountability and transparency at all levels of the organisation.
- **Stakeholder Engagement:** Actively engage with stakeholders to provide transparency and disclosure on ESG matters.
- **Compliance:** Adhere to all applicable laws, regulations, and corporate governance principles.

6. GOALS AND PERFORMANCE

Lex Enviro will continually strive towards our sustainability objectives. Regular reporting and accountability mechanisms will be in place to measure and communicate our ESG performance.

7. POLICY IMPLEMENTATION & REVIEW

The responsibility for implementing this ESG Policy lies with every member of Lex Enviro Management and department heads will be responsible for ensuring adherence within their respective areas.

This ESG Policy will be reviewed periodically to ensure its effectiveness, alignment with industry best practices, and compliance with relevant laws and regulations. Any updates or changes to this Policy will be communicated to all relevant stakeholders as necessary.

By adhering to this ESG Policy, we aim to integrate environmental, social, and governance considerations into our business strategy, fostering sustainability, ethical conduct, and long-term value for our stakeholders and the broader community.

LEX ENVIRO SERVICES

Andy Jackson - Alex Bookluck

Directors.

JANUARY 2024

