

CORPORATE SOCIAL RESPONSIBILITY AND ESG POLICY

HOW BOXX GLOBAL LTD DELIVERS RESPONSIBLE BUSINESS PRACTICES

Document

IG-POL-10

Review

Annual, or following significant change

1. POLICY STATEMENT

Boxx Global Ltd is committed to conducting business responsibly, ethically and sustainably. We recognise that our activities, supply chains and business relationships can have an impact on people, communities and the environment, particularly where we operate in emerging, complex or higher-risk markets.

Our approach to Corporate Social Responsibility (CSR) and Environmental, Social and Governance (ESG) is based on responsible business conduct, respect for human rights, environmental stewardship, ethical governance and accountability. These principles will be considered within business planning, operational decision-making, procurement and the management of our suppliers, contractors and partners.

Boxx Global Ltd will seek to identify and manage significant social, environmental and governance risks associated with our activities and business relationships. We expect those working for or on behalf of the company to act with integrity, respect internationally recognised human rights and maintain appropriate standards of ethical conduct.

Our approach is informed by recognised international frameworks, including **ISO 26000 Guidance on Social Responsibility**, the **UN Guiding Principles on Business and Human Rights**, and applicable legal, regulatory, contractual and client requirements.

We will continue to develop our CSR and ESG approach in proportion to the nature, scale and geographic reach of our operations, using performance monitoring, stakeholder engagement and lessons identified to support continual improvement.

2. SCOPE

Applies to:

- All Boxx Global operations globally
- Employees, contractors, suppliers, and partners
- All projects and service delivery activities

3. POLICY COMMITMENTS

Environmental Responsibility

- Minimise environmental impact through efficient resource use and waste reduction.
- Comply with applicable environmental laws and regulations.
- Promote sustainable practices in procurement and operations.

Social Responsibility

- Respect and uphold human rights in all operations.
- Ensure fair labour practices and safe working conditions.
- Engage positively with local communities and stakeholders.
- Zero tolerance for discrimination, harassment, or exploitation.

Governance

- Maintain transparency and accountability in decision-making.
- Implement anti-bribery and anti-corruption measures.
- Ensure compliance with international standards and local laws.
- Regularly review and report on CSR and ESG performance.

4. IMPLEMENTATION

- **Business Planning and Risk Management:** CSR and ESG considerations will be incorporated into relevant business planning, project assessment and risk management processes. This will include consideration of environmental, social, human rights, ethical and governance risks where relevant to the activity.
- **Responsible Supply Chain:** Appropriate due diligence will be undertaken when selecting and managing suppliers, contractors, subcontractors and business partners. The level of due diligence will reflect the nature of the relationship, location of operations and associated risk.
- **Human Rights:** Boxx Global Ltd will seek to identify and manage potential human rights impacts connected with its operations and business relationships. Particular attention will be given to higher-risk activities, locations and supply chains.

- **Environmental Responsibility:** Environmental considerations will be incorporated into operational planning and procurement where appropriate, with a focus on responsible resource use, waste reduction, pollution prevention and minimising unnecessary environmental impact.
- **Ethical Business Conduct:** Employees and those acting on behalf of Boxx Global Ltd are expected to conduct business honestly and ethically and comply with company requirements relating to anti-bribery and corruption, conflicts of interest, human rights and professional conduct.
- **Training and Awareness:** Relevant employees and contractors will receive appropriate information, guidance or training on CSR and ESG responsibilities proportionate to their roles and the risks associated with their activities.
- **Stakeholder Engagement:** Where appropriate, Boxx Global Ltd will engage with clients, employees, suppliers, partners and local stakeholders to understand material concerns and identify opportunities to improve responsible business practices.
- **Performance Monitoring:** Appropriate objectives and measures will be established to monitor material CSR and ESG matters. Performance will be reviewed periodically and used to identify priorities and areas for improvement.

5. REPORTING AND REVIEW

- Annual CSR/ESG report to stakeholders.
- Continuous improvement through corrective actions and stakeholder feedback.

6. APPROVAL

Approved by	Director, Boxx Global Ltd	Effective	02/09/2026
Signature	<i>J Rogerson</i>	Next review	12 months from approval