



### 1. INTRODUCTION

Sustainability management is an integral part of the business of Arts Square which goes beyond economic motives. The Company understands the societal and ecological impact of our business and works to being a responsible organization by adopting sustainability practices in all levels of our business impacting overall performance of the Company. This policy defines the framework for sustainability at Arts Square and provides a governing platform for sustainability work streams to create long lasting value for business, environment and society.

### 2. SCOPE

This policy applies to all levels of the organization across the Company and its subsidiaries.

### 3. OUR COMMITMENT

Our commitment to sustainability embraces good environmental practice in our operations, working with our suppliers to improve environmental standards and working with our clients to reduce their impact also to help maximize benefit to the environment and communities.

### 4. POLICY

We at Arts Square as a consulting entity, recognize the impact of its business operations on the 3 key pillars of sustainability, namely human development, product and environmental impact. Hence it makes continuous efforts to optimize efficiency across those 3 pillars of the company. Arts square encourages involvement of all stakeholders and ensures that the policy is well communicated, implemented, and reviewed periodically.



#### Human development

Arts Square ensures a safe and motivated work environment for its employees and associates, fostering a climate of social responsibility, dignity and respect, equality of opportunity, free speech, critical thinking, research, and community engagement.

The company also emphasizes transparency, fairness, and equality in talent acquisition and developing a pool of high caliber talent.

Arts Square expects its business partners and subcontractors to also establish a similar business environment at their workplace.



#### Product sustainability

Arts Square delivers high-quality products and services by sourcing its technologies, equipment, inputs and finished goods from reputable international providers, manufacturers, and suppliers.

The company is dedicated to offering products and services that provide exceptional quality and user experience.

Arts Square strives to use sustainably sourced products and services which adhere to internationally accepted manufacturing standards. The company also makes an effort to incorporate sustainability principles throughout the product and services life-cycle, from procurement to manufacturing, transportation, and disposal.



#### Environmental impact

Arts Square is dedicated to promoting sustainable development by implementing and adhering to environmental, health, and safety standards that comply with relevant laws, regulations, and industry codes.

The company prioritizes providing a safe and healthy workplace for employees and implements best practices, as well as resource-efficient and cleaner production methods

Efforts are also made to minimize pollution, increase energy efficiency and use of renewable energy, conserve natural resources, and support social and environmental initiatives.

We strive to operate in an ethically responsible manner, taking steps at all stages of our operations to manage our environmental and social impacts. We are a small firm but we aim to implement practical actions such as the examples below:

- Provide sustainable solutions to our clients.
- Reduce carbon emissions where possible
- Reduce our energy consumption and carbon emissions by switching off all equipment and lights when not in use and shutting down at night.
- Consider options to reduce the impact of our travel decisions.
- Encourage the consumption of non processed foods
- Encourage the consumption of locally sourced foods
- Minimise waste produced by advocating and facilitating an: eliminate- reduce- reuse- recycle attitude.
- Not leave taps running and minimise our use of water.
- Encourage cleaning contractors to use green cleaning products.
- Take action to prevent pollution to land, air and water.