

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

At Commonwealth Pharma Logistics Pte Ltd, we recognize the importance of sustainability in mitigating climate change, conserving natural resources, and ensuring a better future for future generations. As an emerging pharmaceutical logistics company in Singapore, we are committed to integrating sustainable practices. This policy outlines our dedication to minimizing environmental impact, promoting social responsibility, and driving economic growth through sustainable initiatives.

## 1. Environmental Commitments

- a) **Reducing Carbon Emissions:** We will continuously strive to reduce our carbon footprint by implementing fuel-efficient vehicles, optimizing transport routes, and investing in low-emission technologies.
- b) **Energy Efficiency:** Our facilities will be designed and operated with energy efficiency in mind. We will employ technologies that minimize energy consumption and utilize renewable energy sources wherever feasible.
- c) **Waste Management:** We will minimize waste generation by adopting a "reduce, reuse, and recycle" approach. We will establish a proper disposal and recycling of hazardous materials in compliance with regulations.
- a) **Resource Conservation:** We will promote energy efficiency in our operations such as using energy-efficient lighting and equipment. We will also implement water-saving measures in our operations and encourage employees to adopt water-efficient practices.

## 2. Social Responsibility

- a) **Health and Safety:** The health and safety of our employees, customers, and communities are paramount. We will maintain the highest workplace safety standards and ensure our operations comply with relevant safety regulations.
- b) **Employee Well-being:** We are committed to fostering a work environment that promotes employee well-being, diversity, and inclusivity. We strive to provide training and development opportunities to enhance the skills and knowledge of our workforce.
- c) **Community Engagement:** We will actively engage with local communities and support initiatives contributing to their social and economic development.
- d) **Ethical Business Practices:** We will conduct our business with integrity, honesty, and transparency. We will adhere to all applicable laws and regulations and promote fair and ethical practices within the industry.

## 3. Economic Growth

- a) **Innovation and Technology:** We will invest in research and development to adopt innovative and sustainable technologies that enhance our logistics capabilities.

- b) **Supply Chain Efficiency:** We will collaborate with suppliers and partners to optimize the supply chain and reduce wastage in all logistics operations.
- c) **Customer Collaboration:** We will work closely with our customers to develop sustainable solutions tailored to their needs, adopting environmentally friendly practices across the supply chain.

#### 4. Continuous Improvement

- a) **Monitoring and Reporting:** We will set measurable sustainability goals and regularly monitor our progress. We will report our achievements and identify areas for improvement as part of our responsibility and accountability to the Management Board.
- b) **Stakeholder Engagement:** We value the input and feedback of all stakeholders, including employees, customers, suppliers, and the community. We will conduct regular consultations and create feedback mechanisms to gather insights and suggestions for enhancing our sustainability efforts.

#### 5. Compliance

We are committed to complying with all relevant environmental regulations and laws in Singapore. We will keep abreast of new developments in sustainability practices and incorporate them into our operations to stay at the forefront of responsible business practices.

#### Implementation

We will communicate this sustainability policy to all employees, customers, suppliers, and stakeholders to foster a shared commitment to sustainability. We encourage all employees to actively participate in achieving the objectives outlined in this policy.

By adhering to this sustainability policy, Commonwealth Pharma Logistics Pte Ltd is dedicated to positively impacting the environment, society, and the economy. Together, we can build a sustainable future for Singapore and the world.