



SUSTAINABILITY POLICY

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At ZAPI GROUP, we are committed to integrating sustainability into every aspect of our business operations. We recognize that our actions have environmental, social, and economic impacts, and we are dedicated to minimizing our footprint while maximizing positive outcomes for our stakeholders.

Environmental Stewardship:

- Resource Efficiency:** We strive to optimize resource usage across all our operations. This includes minimizing energy consumption, reducing waste generation, and conserving water resources.
- Climate Action:** We are committed to reducing our greenhouse gas emissions and mitigating climate change. We seek to transition towards renewable energy sources and implement energy-efficient technologies.
- Biodiversity Conservation:** We respect and protect biodiversity in all areas where we operate. We aim to minimize our impact on ecosystems and support initiatives that promote biodiversity conservation.
- Product Sustainability:** We design and manufacture products with a focus on durability, recyclability, and environmental performance throughout their lifecycle.

Social Responsibility:

- Employee Well-being:** We prioritize the health, safety, and well-being of our employees. We provide a safe and inclusive work environment that fosters diversity, equality, and personal development.
- Community Engagement:** We actively engage with local communities to understand their needs and concerns. We support community development initiatives and strive to be a responsible corporate citizen.
- Supply Chain Ethics:** We expect our suppliers and business partners to adhere to ethical standards and uphold human rights. We promote transparency and integrity throughout our supply chain.

Corporate Governance:

- Ethical Conduct:** We conduct our business with honesty, integrity, and transparency. We adhere to the highest ethical standards in all our interactions and decision-making processes.
- Board Oversight:** Our Board of Directors provides robust oversight of our sustainability performance and strategy. We integrate sustainability considerations into our governance structure and corporate policies.
- Stakeholder Engagement:** We engage with our stakeholders, including investors, customers, employees, and communities, to understand their expectations and concerns regarding sustainability. We are committed to transparent communication and stakeholder dialogue.

Continuous Improvement:

We are committed to continuous improvement in our sustainability performance. We regularly monitor and measure our environmental and social impacts, set targets for improvement, and report transparently on our progress.

At ZAPI GROUP, sustainability is integral to our long-term success and resilience. We are dedicated to creating value for our stakeholders while contributing to a more sustainable and equitable future for generations to come.

The General Management
ZAPI GROUP