

Environmental Sustainability Policy

Classification: Public

Environmental Sustainability Policy Statement

New Era Technology and its subsidiaries (the “Company” or “New Era”) operate in a wide range of legal and business environments. In line with our ESG Policy, the purpose of this Environmental Sustainability Policy (the “Policy”) is to encourage and enable directors, officers and workers of the Company, including independent contractors in the United States and other countries as applicable to the extent they are covered by relevant local laws and legislation in relation to this Policy (for these purposes, each shall be referred to as an “Employee”), to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. This Policy formalizes our commitment to supporting the principles of environmental sustainability and recognizes that a sustainable environment is central to our lives and our work.

New Era is committed to incorporating environmental sustainability, social responsibility, and effective corporate governance into all aspects of our business.

This Policy reflects New Era’s commitment to improving how our business decisions and policies address opportunities for sustainability.

This Policy should be read in conjunction with New Era’s broader ESG framework, which includes, but is not limited to, the following related policies:

- Environmental, Social and Governance (ESG) Policy
- Corporate Social Responsibility (CSR) Policy
- Equality, Diversity and Inclusion (EDI) Policy
- Modern Slavery (Anti-Slavery and Human Trafficking) Policy
- Anti-Bribery & Anti-Corruption Policy
- Whistleblowing Policy

Together, these policies form an integrated approach to ESG that guides our conduct, supports our values, and ensures accountability across the organisation.

We expect this Policy to be upheld by all our Employees.

Contents

Environmental Sustainability Policy Statement	1
1. Terms and Definitions.....	3
2. Scope.....	3
3. Roles and Responsibilities.....	4
4. Our ESG & Environmental Sustainability Commitment	4
5. The Natural Environment and Our Assets	5
6. Sustainable Travel	6
7. Waste and Recycling	6
8. Sustainable Procurement.....	7
9. Our Duty to the Wider World.....	7
10. Information Technology and Sustainability.....	8
11. Training and Employee Involvement.....	9
12. Our ESG Committee.....	9
13. Compliance, Monitoring and Enforcement.....	9
14. Acknowledgment.....	10
Document Information.....	11
Document History	11
Control of Hardcopy Versions.....	11
References	12

1. Terms and Definitions

Term / Acronym	Definition / Meaning
“Employee”	Directors, officers and workers of the Company, including independent contractors in the United States and other countries as applicable to the extent they are covered by relevant local laws and legislation in relation to this Policy.
“ESG”	ESG focuses on a company's performance throughout a broad range of areas, from human rights and labor laws to environmental practices to privacy of personal information. Essentially, ESG pertains to how companies are measuring and reporting on the commitments they're making in these three main areas: <ol style="list-style-type: none"> 1. Environmental: This aspect evaluates the organization's commitment to modern environmental practices. This could include the organization's carbon footprint, natural resource use, waste management, and climate change initiatives as applicable. 2. Social: This aspect addresses the organization's treatment of the people it interacts with, including customers and employees, throughout the supply chain. The main areas measured, evaluated, and reported on include human rights initiatives, diversity, and inclusion, anti-harassment and discrimination, and fair labor standards. The organization's overall community contribution and conduct can also be considered. 3. Governance: This aspect assesses the organization's culture, behavior, and values. The organization's corporate structure, financial operations, issue management, and anti-bribery and anti-corruption policies are considered.
“ESG Committee” or “Environmental, Social and Governance Committee”	Includes, but is not limited to, representatives from Human Resources, Corporate Development and GRC (Governance, Risk and Compliance) teams.
UN Global Compact Initiative	a United Nations initiative that encourages companies and organizations to adopt sustainable and socially responsible policies by aligning their operations and strategies with ten universal principles. These principles focus on four key areas: human rights, labor, the environment, and anti-corruption.
“we”, “our”, “New Era”, or “New Era Technology”	Refers to New Era Technology and its subsidiaries.

2. Scope

This Policy applies to all New Era Technology Employees, regardless of location (within or outside of the jurisdictions in which the Company operates).

We may have additional supplementary regional Environmental Sustainability policies that could address legislation specific to that country and/or region, for certain business units which consider the material Environmental Sustainability factors according to their region, product, service, and/or customer contractual obligations.

This Policy does not form part of any Employee's contract of employment, and New Era reserves the right to amend the Policy at any time.

3. Roles and Responsibilities

The Chief Administrative Officer (CAO) has overall responsibility for the effective operation of this Policy. The CAO has delegated responsibility for overseeing the implementation of the Policy to representatives from the Human Resources, Corporate Development and Governance, Risk & Compliance (GRC) teams (“ESG Committee”). Suggestions for changes to this Policy should be reported to GRC@neweratech.com.

Line managers have day-to-day responsibility for enforcing this Policy, and Employees should refer any initial questions about this Policy to line managers.

This Policy is reviewed annually by members of the ESG Committee. Changes may be made at any time as government guidance develops.

4. Our ESG & Environmental Sustainability Commitment

In line with our Environmental, Social and Governance (ESG) Policy, we strive to support sustainable, equitable, healthy, and diverse communities through a combination of innovative business practices and exemplary environmental, social, and governance (ESG) performance. This commitment informs every aspect of our business, including how we design and build new projects, operate our company, collaborate with stakeholders, and report progress.

This Policy sets out our approach to sustainability matters. At the heart of the Policy is a corporate culture that has sustainability at the core of all our business operations and values.

New Era is committed to managing its activities to promote environmental sustainability, conserve and enhance our natural resources, prevent environmental pollution and bring about continual improvement in our environmental performance.

The objective of this Environmental Sustainability Policy is to integrate a philosophy of environmental sustainability into all the organization’s activities and to establish and promote sound environmental practice in our operations. We will achieve this by:

- Informing Employees of our commitment to the environment and sustainability.
- Supporting the implementation of environmental actions within our organization.
- Monitoring the progress of those environmental actions.
- Communicating the outcome of those environmental actions to relevant stakeholders.

New Era respects our relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts that human activity can impose and take actions to prevent degradation of those natural

systems. We acknowledge the specific impacts of our business on the natural environment, and our responsibility as a good corporate citizen to ensure a natural environment that is sustainable.

New Era's goal toward a more sustainable and inclusive future is guided by globally recognized standards. We have aligned with the United Nations Global Compact Initiative; [a set of ten \(10\) principles](#) that help businesses act responsibly and drive positive change.

We commit to the following principles and practices:

- Monitoring and managing our environmental performance and working towards targets set to reduce adverse impacts.
- Complying with all relevant international, national, state and local environmental policy, practices, regulations and legislation, and industry-specific best practice.
- Reducing the consumption of natural resources in daily operations, including water, paper and energy.
- Maximizing the recycling of resources.
- Disposing of all waste appropriately and minimizing waste sent to non-recyclable disposal sites.
- Committing to the principles of preventing pollution to the environment and continual improvement in our environmental management.
- Minimizing pollution by taking steps to limit carbon emissions resulting from vehicle and air travel.
- Where possible, encouraging suppliers to meet the highest standards of environmental performance.
- Where possible consider environmental impact when choosing new suppliers - which supplier is best located to deliver the service with minimum carbon footprint.
- Communicating this Policy to all Employees, as well as making this Policy available to the general public.
- Reporting on the Company's environmental performance in both internal and external communications, where relevant.
- Measuring targets and performance as part of regular ESG reviews.

5. The Natural Environment and Our Assets

New Era commits to minimizing our impact on the natural environment for any assets we may own, lease or manage. This includes land, water and air which we have a financial interest in, own, lease, or otherwise manage.

We are committed to biodiversity and will work to ensure our actions on the assets we own or manage do not have a detrimental impact on the natural environment and will support biodiversity.

We will achieve this by:

- By supporting local environmental schemes where possible that protects and increases biodiversity e.g. via donation or encouraging and / or incentivizing Employees to spend time planting trees, environmental cleanup (removing trash/rubbish/garbage from streets, parks, coastal areas), etc.
- Introducing environmental growth opportunities and activities wherever we can on our assets.
- Banning the use of balloons, sky lanterns, inefficient outdoor heating, and other materials and activities which could have a detrimental impact on the natural environment.
- Phasing out the use of chemicals and pesticides on the assets we own.

We will also encourage the efficient use of water on all assets we own, lease or manage and ensure Employees and other users of our buildings are aware of how to reduce the use of water.

6. Sustainable Travel

New Era is committed to advocating sustainable travel.

- We continue to promote and support modern working practices including remote working and hybrid working.
- We encourage the use of digital meetings wherever possible.
- We encourage Employees to take public transport, cycle or walk to work wherever possible.
- We support and encourage the use of electric and other ultra-low emissions vehicles.
- We will actively work to reduce air travel as much as possible. Where there is a recognized business need for air travel, we will work towards offsetting our emissions for air travel.

7. Waste and Recycling

New Era commits to keeping waste to an absolute minimum by preventing, reusing, recycling or recovering waste wherever possible. We will ensure waste is sorted, stored and disposed of properly and in a sustainable manner in all our locations.

We aspire to be a zero-waste organization. We will achieve this by:

- Phasing out the use of single-use plastics.
- Recycling 100% of recyclable material.
- Reducing the use of non-recyclable material and offsetting where this is not possible.
- Promoting and encouraging recycling by all Employees.
- Using recyclable, compostable and/or recycled products on our premises.
- Reducing the production of non-recyclable resources such as laminated or plastic based publicity material.
- Minimizing the amount of printing and the amount of wastepaper.
- Using electronic communication as our primary method of communication and using an opt-in scheme for paper-based communication.

- Minimizing pollution and preventing it wherever possible, including light, noise, solids, liquids and chemicals.
- Promoting the use of composting organic waste.

8. Sustainable Procurement

In line with our ESG Policy (ESG and our Value Chain', and 'How to Procure Ethically'), and as part of our ESG objectives, New Era aspires to reduce our carbon footprint throughout our supply chain. We commit to the principles of buying locally, seasonally, and making a concerted effort in all our procurement decisions to reduce the distance travelled between source and destination.

We commit to timely procurement and encourage less environmentally damaging ways for international procurement needs. When these decisions are made in a timely manner, overland or overseas shipping can be used instead of flights, which reduces the carbon footprint of the procurement spend compared to aviation.

Where air freight is unavoidable, we aim to monitor and record the emissions generated where possible and then seek to offset this as part of our carbon reduction plan.

We will meet the objectives of sustainable procurement by endeavoring to:

- Source materials and services locally.
- Use suppliers who operate in an environmentally responsible and efficient manner,
- Source catering and foodstuffs from organic, local, sustainable and/or fair-trade sources.
- Source consumables such as cleaning materials and inks are eco-friendly.
- Review existing and plan for new procurement spending within the principles of environmental sustainability.

Where we have the opportunity, we will seek to encourage suppliers to document their sustainability policies and report their measures and to adopt principles of environmental sustainability

9. Our Duty to the Wider World

As we identified in our ESG Policy, as a business, we also have a duty to our people, our customers, and the wider world.

Human activities over the past 200 years, such as the burning of fossil fuels and land clearing, have led to an increased concentration of greenhouse gases in the lower atmosphere – increasing the average global temperature and precipitating a climate crisis. The 1997 Kyoto Protocol has defined the most prominent greenhouse gases as carbon dioxide, methane and nitrous oxide, as well as sulfur hexafluoride,

hydrofluorocarbons and perfluorocarbons. Taken together, these greenhouse gas emissions are a key contributor to rapid climate change.

The use of electricity and gas is a key contributor to greenhouse gas emissions; however, our organization cannot function without energy. Therefore, energy is one of the clearest and most important ways to reduce our overall emissions and is a key part of our commitment to reducing our carbon footprint.

To accomplish a reduction in emissions from energy use, New Era will:

- Undertake an energy audit.
- Produce a plan to reduce our energy usage.
- Produce a plan to switch to 100% renewable energy procurement where possible in the regions in which we operate.
- Investigate how renewable energy can be used on our assets.

In addition:

- We will identify and develop plans to reduce our Scope 1 emissions. These are emissions which occur from sources directly controlled by our organization, such as furnaces, boilers and owned vehicles.
- We will identify and develop plans to reduce our Scope 2 emissions. These are indirect emissions from sources such as purchased electricity.
- We will identify and develop plans to reduce our Scope 3 emissions. These are emissions from our supply chain, travel and purchased goods. Taken together, these efforts to utilize renewable energy where possible, and identify and reduce our Scope 1, 2 and 3 emissions will help us reach net zero emissions by our target date of 2050.

10. Information Technology and Sustainability

New Era will work towards the use of certified sustainable PCs, laptops, monitors, mobile devices, network and server hardware.

Where possible, we will source IT equipment from recycled sources.

Non-standard IT equipment will not be used unless there is an unavoidable technical or business requirement precluding this. We will ensure that we conduct a risk review, record the assessment and obtain risk acceptance from the applicable risk owner. Non sustainable equipment or equipment with low energy efficiency will only be used where there is no alternative

All equipment must be disposed of correctly following the New Era Data Classification and Management Policy. No IT equipment should be sent to landfill or thrown out.

We will make available the use of applications and systems to reduce the need for printing paper and reduce the use of personal printers where they are not required.

11. Training and Employee Involvement

New Era will encourage all Employees to undergo training on environmental sustainability and climate change. We will aim to raise awareness of environmental sustainability across our operations.

We encourage collaboration and involvement of all Employees in our environmental sustainability efforts. Employee involvement is critical to ensuring the adoption of this Policy and in our efforts to tackle climate change.

12. Our ESG Committee

The ESG Committee, comprised of representatives from the following teams: Human Resources, Corporate Development, GRC (Governance, Risk and Compliance) and may also include Employees from other teams who perform compliance-related activities; meets regularly and ensures New Era's senior leadership are kept informed of the ESG initiatives and outcomes.

The aim of the committee is to establish a unified, global view of ESG, increasing understanding of all three aspects, environmental, social and governance as it pertains to New Era, and to promote robust standards of corporate governance that integrate all these aspects.

The key objectives of the committee are to:

- Emphasize the importance of environmental measures, sustainability goals, and performance throughout the business.
- Provide best practices on the structure, policies, and regulations that impact the business.
- Increase understanding and awareness of corporate governance and social aspects that impact the industry.
- Implement and promote common and workable standards of corporate governance for the business.

13. Compliance, Monitoring and Enforcement

This Policy is intended for all New Era businesses, in all countries.

Employees must ensure that they read, understand and comply with this Policy.

New Era Technology seeks to proactively prevent and mitigate instances of non-compliance with this Policy. At minimum, we endeavor to maintain compliance with known legislative requirements.

Any breaches or concerns, including ethical concerns or potential breaches in our commitment to high ethical standards, should be reported as soon as possible through our Whistleblowing Policy.

New Era Technology's ESG committee is responsible for monitoring the effectiveness of this Policy and will review the implementation of it on a regular basis. They will assess its suitability, adequacy, and effectiveness.

Any need for improvements will be applied as soon as possible. Employees are encouraged to offer their feedback on this Policy if they have any suggestions for how it may be improved. Feedback of this nature should be addressed to GRC@neweratech.com.

14. Acknowledgment

Those in receipt of this New Era Technology Policy acknowledge its receipt and understanding of its contents; and that New Era Technology expressly reserves the right to change, modify, or delete its provisions without notice.

Document Information

Reference	ESG Framework
Title	Environmental Sustainability Policy
Purpose	The purpose of this policy is to formalize our commitment to supporting the principles of environmental sustainability and recognize that a sustainable environment is central to our lives and our work.
Owner	Chief Administrative Officer (CAO)
Document Approvers	ESG Committee
Intended Audience	New Era Technology permanent, temporary, and contracted staff and, in certain instances, independent contractors; New Era Suppliers and third parties.
Review Plan	Annually
Document Classification	Public

Document History

VERSION CONTROL			
Revision	Date	Record of Changes	Released/Released By
V1.0	Dec 2024	Approved release	ESG Committee
V2.0	Nov 2025	Annual review; statement updates; owner/approvers updates	ESG Committee

Control of Hardcopy Versions

The digital version of this document is the most recent version. It is the responsibility of the individual to ensure that any printed version is the most recent version. The printed version of this manual is uncontrolled, and cannot be relied upon, except when formally issued by a member of the ESG Committee and provided with a document reference number and revision in the fields below:

Document Ref.	Rev.	Uncontrolled Copy	X	Controlled Copy
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References

Standard / Framework / Other	Title	Description
Corporate Policy	Employee Handbook	Code of Ethics and Business Conduct: a set of rules that details New Era's values, ethics, and beliefs including the rules that govern legal compliance.
Corporate Policy	Employee Handbook	Policies, in addition to the Code of Ethics and Business Conduct, including but not limited to Equal Employment Opportunity policy; Anti-Discrimination And Anti-Harassment Policy; "Whistleblower" Protection policy; Anti-Retaliation policy; Complaint Procedure; Open Door Policy; Standards of Conduct; Electronic Information and Communications policy; Confidential Information policy; Customer Relations policy.
Corporate Policy	Anti-Bribery & Anti-Corruption Policy	Set out the responsibilities of New Era and those who work for us about observing and upholding our zero-tolerance position on bribery and corruption. The policy is also intended to act as a source of information and guidance for those working for New Era. It helps them recognize and deal with bribery and corruption issues, as well as understand their responsibilities.
Corporate Policy	Corporate Social Responsibility (CSR) Policy	New Era Technology's commitment to taking responsibility for our actions and encourage a positive contribution towards improving standards for our clients and Employees, minimizing our impact on the environment and improving the quality of the local community.
Corporate Policy	Equality, Diversity and Inclusion (EDI) Policy	Encourages equality, diversity and inclusion in the workplace as they are good practice and make business sense.
Corporate Policy	Environmental Social Governance (ESG) Policy	Provides information about ESG factors and to encourage the Business to understand ESG better.
Corporate Policy	Modern Slavery (Anti-Slavery and Human Trafficking) Policy	Ensures New Era's compliance with obligations under the Modern Slavery legislation, reducing modern slavery risks posed to the business.
Corporate Policy	Whistleblowing Policy	Ensures that an Employee can raise concerns about wrongdoing or misconduct within New Era without fear of victimization, subsequent discrimination, disadvantage or dismissal.
ISO 14001:2015	Environmental management systems — Requirements with guidance for use	Requirements and guidance to meet the Standard.
ISO/IEC 27001:2022	Information security, cybersecurity and privacy protection — Information security management systems — Requirements	Requirements to meet the Standard (specifically as it pertains to Third-party (Vendor/Supplier) Risk Management) and Climate Change.

ISO 9001:2015	Quality management systems — Requirements	Requirements to meet the Standard (specifically as it pertains to Third-party (Vendor/Supplier) Risk Management).
ISO 26000	International guidance standard on social responsibility,	Not certifiable but offers voluntary guidance to help organizations operate in a socially responsible and sustainable manner.
SA8000:2014	Social Accountability Standard	Globally recognized social accountability standard developed by Social Accountability International (SAI). It provides a framework for organizations to ensure ethical treatment of workers and uphold human rights in the workplace.