

Sustainability Policy Statement

Red Bear is committed to managing its activities in a socially, environmentally, and economically responsible way that safeguards the interests and concerns of all stakeholders, customers, employees, and the general public. The company recognises that its activities affect the environment and the current and future generations, therefore the company is set on minimising the harms and developing benefits. The Red Bear Team aims to improve its environmental and sustainability performance continually. We embrace synergistic solutions to reach these goals maximising everyone's satisfaction.

In the area of Environmental Sustainability, we aim to:

- Integrate considerations for environmental and sustainability issues into our short and long-term decision-making
- Meet all applicable legislation, government guidelines, and industry codes of practice
- Be ambitious and precede future sustainability-related legislation whenever plausible, keeping in mind economic and social sustainability
- Wherever possible, make efficient use of natural resources by minimising waste, conserving energy and water, and by recycling, reusing, or repurposing, depending on possibilities
- Monitor and lower our carbon footprint
- Discuss the environment and sustainability with clients, designers, contractors, sub-contractors, and suppliers to assure a common understanding of sustainability & environmental standards and the future direction in this regard
- Choose suppliers that strive to minimise their negative environmental impacts balancing economic sustainability
- Promote further sustainability awareness, responsibility, and understanding amongst our staff to ensure that their working activities are carried out in line with this Sustainability Policy Statement
- Respect and protect the environment at our working locations

In the area of Social Sustainability, we aim to:

- Respect and uphold the implementation of fundamental human rights and fundamental principles and rights at work
- Choose suppliers and subcontractors who meet the above-mentioned human rights and principles regarding their employees
- Promote a culture of respect in the office, including gender equality, understanding of different cultural backgrounds, and appreciation of everyone's work
- Increase diversity throughout the organisation

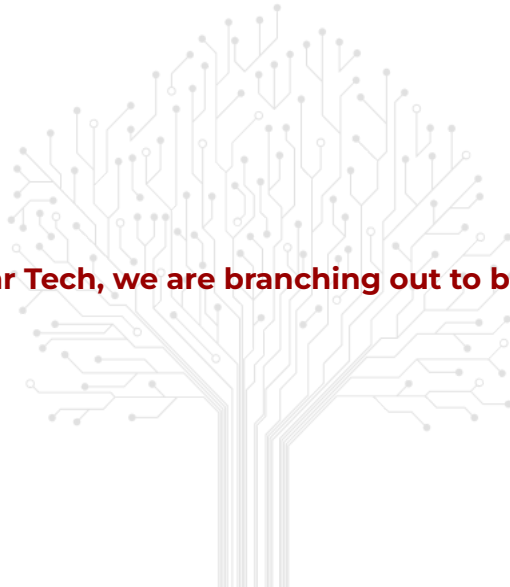
- Provide education and development opportunities to all our employees
- Prioritise the health of our employees and a good work-life balance
- Respect the local cultures and create additional value for the local communities by offering them job opportunities

In the area of Economic Sustainability, we aim to:

- Keep our business economically stable and profitable
- Keep good governance in accordance with any relevant legislation, including no corruption and proper bookkeeping
- Manage risks to the company's continuation
- Reward our employees for good work
- Use part of our profits to improve our environmental and social sustainability

In all sustainability areas, we continually review our activities to ensure improvement and to scale our environmental and sustainability efforts as we grow. We will embrace strong collaboration to reach all the above-mentioned goals, gradually changing our practices for the better. We will remain mindful that every choice we make today will shape the world we leave behind for generations to come.

At Red Bear Tech, we are branching out to be the change.



Rudy van der Merwe

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Operations & Technical Director



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Stephen Bassham
Commercial & Finance Director