

Rheonics Environmental, Social, and Governance (ESG) Policy

1. Introduction and Commitment

Rheonics is committed to conducting its business in a responsible and sustainable manner, integrating Environmental, Social, and Governance (ESG) considerations into our operations and decision-making processes. We recognize that our long-term success depends on our ability to create value for all our stakeholders, including our employees, customers, suppliers, investors, and the communities in which we operate. This policy outlines our commitment to responsible business practices and provides a framework for our ESG efforts.

2. Scope

This policy applies to all Rheonics employees, officers, directors, contractors, suppliers, and any other parties acting on behalf of Rheonics globally. It encompasses all aspects of our operations, including product development, manufacturing, sales, and service.

3. Guiding Principles

- **Integrity:** We conduct our business ethically and transparently, adhering to the highest standards of integrity.
- **Sustainability:** We strive to minimize our environmental impact and promote sustainable practices throughout our operations.
- **Respect:** We treat all stakeholders with respect and dignity, fostering a diverse and inclusive workplace.
- **Innovation:** We leverage our innovative technology to create solutions that contribute to a sustainable future.
- **Accountability:** We are accountable for our actions and their impact on our stakeholders and the environment.

4. Environmental (E) Policy

- **Resource Efficiency:** We are committed to minimizing our consumption of energy, water, and raw materials.
- **Emissions Reduction:** We strive to reduce our greenhouse gas emissions and promote energy efficiency.
- **Waste Management:** We implement responsible waste management practices, including recycling and waste reduction.

- **Product Lifecycle:** We consider the environmental impact of our products throughout their lifecycle, from design to end-of-life.
- **Compliance:** We comply with all applicable environmental laws and regulations.
- **Continuous Improvement:** We continuously improve our environmental performance through monitoring, reporting, and target setting.

5. Social (S) Policy

- **Employee Wellbeing:** We are committed to providing a safe and healthy workplace for our employees.
- **Diversity and Inclusion:** We foster a diverse and inclusive workplace that values all employees.
- **Human Rights:** We respect human rights and will not tolerate any form of discrimination or forced labor.
- **Community Engagement:** We engage with and contribute to the communities in which we operate.
- **Customer Responsibility:** We are committed to providing high-quality products and services that meet the needs of our customers.
- **Supply Chain Responsibility:** We work with our suppliers to ensure they adhere to ethical and sustainable practices.
- **Data Privacy:** We protect the privacy and security of personal data.

6. Governance (G) Policy

- **Ethical Conduct:** We conduct our business with the highest ethical standards, adhering to our Code of Conduct.
- **Corporate Governance:** We maintain a robust corporate governance structure that promotes transparency and accountability.
- **Risk Management:** We implement a comprehensive risk management framework to identify and mitigate ESG-related risks.
- **Anti-Corruption:** We do not tolerate any form of bribery or corruption.
- **Cybersecurity:** We implement robust cybersecurity measures to protect sensitive data.
- **Compliance:** We comply with all applicable laws and regulations.

7. Implementation and Monitoring

- **Responsibility:** The Rheonics leadership team is responsible for the implementation and oversight of this policy.
- **Targets:** We establish measurable ESG targets and track our progress.
- **Reporting:** We review our ESG performance annually.
- **Training:** We provide training to our employees on ESG principles and practices.
- **Auditing:** We conduct regular audits to ensure compliance with this policy.

8. Communication

- We communicate our ESG policy and performance to our stakeholders through our website, and other relevant channels.
- We encourage open communication and feedback from our stakeholders.

9. Review and Update

- This policy will be reviewed and updated periodically to ensure its continued relevance and effectiveness.
- We will take into account evolving best practices and stakeholder expectations.

By adhering to this ESG policy, Rheonics aims to create long-term value for its stakeholders and contribute to a more sustainable future.