

## Sustainability

Effective Date: 01/06/2024

Revision No.: 01

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### Purpose

This policy establishes the framework for Newinds Corp.'s commitment to environmental stewardship, social responsibility, and economic viability, ensuring long-term sustainability and positive impact for all stakeholders.

### Scope

This policy applies to all Newinds Corp. operations, activities, products, and services, encompassing guidelines and practices for environmental stewardship, social responsibility, and economic viability across the organization.

### Policy Statement

Newinds Corp., a Vietnam-based company providing custom fabricated metal solutions and value-added services, is committed to the health and safety of its employees. We offer a full range of services, from prototype to customized production, specializing in structural steel, metal parts, steel sheds, buildings, metal sheets, stainless steel fabrication, and related value-added services. We not only cater to large industrial and commercial projects, but also handle smaller, custom orders. Our skilled team delivers customized metal solutions complying with AS/NZS, USA, and EU standards.

### Sustainability Principles

Newinds Corp. is dedicated to the following overarching sustainability principles:

1. **Environmental Stewardship:** We are committed to minimizing our environmental impact and actively contributing to the preservation of natural resources.
2. **Social Responsibility:** We are committed to ethical labor practices, respecting human rights, engaging with our communities, and fostering a diverse and inclusive workforce.
3. **Economic Viability:** We are committed to long-term financial health and sustainable growth through responsible resource management and innovation.

### POLICY GUIDELINES

Newinds Corp. will pursue these principles through the following specific actions:

1. **Environmental Stewardship:**
  - **Resource Efficiency:** Implement measures to reduce consumption of energy, water, and raw materials in our operations. Explore and implement closed-loop systems where feasible.
  - **Waste Reduction:** Minimize waste generation through waste prevention, reuse, and recycling programs. Implement strategies for responsible waste disposal.
  - **Pollution Prevention:** Prevent and control pollution from our operations, including air, water, and soil pollution. Adhere to all applicable environmental regulations.
  - **Sustainable Materials:** Prioritize the use of recycled, renewable, and sustainably sourced materials in our products and processes. Explore and adopt life-cycle assessments for our products.
  - **Energy Efficiency:** Improve energy efficiency in our facilities and operations. Invest in energy-efficient technologies and explore the use of renewable energy sources.
  - **Transportation:** Optimize transportation and logistics to reduce fuel consumption and greenhouse gas emissions.

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- **Biodiversity:** Protect and preserve biodiversity in areas affected by our operations.
- 2. Social Responsibility:**
- **Labor Practices:** Adhere to fair labor practices, including providing safe and healthy working conditions, paying fair wages, and respecting employee rights.
  - **Human Rights:** Respect human rights and prohibit any form of discrimination or harassment in our workplace.
  - **Community Engagement:** Engage with our local communities to understand their needs and contribute to their well-being through community investment and volunteer programs.
  - **Diversity and Inclusion:** Foster a diverse and inclusive workforce that reflects the communities where we operate.
  - **Ethical Conduct:** Maintain the highest ethical standards in all our business dealings, including anti-corruption and anti-bribery policies.
  - **Supply Chain Responsibility:** Promote social responsibility throughout our supply chain by working with suppliers who adhere to ethical labor practices and environmental standards.
- 3. Economic Viability:**
- **Sustainable Growth:** Pursue sustainable growth strategies that consider environmental and social impacts alongside economic performance.
  - **Innovation:** Invest in research and development to create innovative and sustainable products and services.
  - **Risk Management:** Integrate environmental and social risks into our business planning and risk management processes.
  - **Transparency and Reporting:** Measure and report on our sustainability performance to stakeholders in a transparent and accountable manner.

### Implementation and Review:

Newinds Corp. will integrate these sustainability principles into our business planning, operational procedures, and decision-making processes. This policy will be communicated to all employees, contractors, suppliers, and other relevant stakeholders. We will regularly review and update this policy, as well as set specific, measurable, achievable, relevant, and time-bound (SMART) goals and targets related to our sustainability performance. We will track progress towards these goals and publicly report on our performance.

### Responsibilities:

All Newinds Corp. employees are responsible for supporting and implementing this Sustainability Policy in their respective roles. Management is responsible for providing the necessary resources and leadership to ensure the policy's success.