



Environmental, Social and Governance (ESG) Policy



ESG | 2024

Our ESG Policy demonstrates our commitment to driving positive change, promoting ethical practices and promoting long-term sustainability across all our operations, services and supplies

WWW.IQS-WW.COM

Rev. 1

First issue: 29/01/2024

Revision 1: 31/01/2025



1. Introduction

At IQS, we are committed to integrating environmental, social, and governance (ESG) factors into our business operations and decision-making processes. This policy outlines our ESG objectives and our commitment to aligning our actions with the general Sustainable Development.

2. Scope

This policy applies to all employees, stakeholders, partners and suppliers of IQS, and it covers our operations, services, and supply chain.

3. ESG Objectives

Our ESG objectives are as follows:

Environmental:

- 🌱 Minimise our environmental footprint through the efficient use of resources, waste reduction, and sustainable procurement practices.
- 🌱 Actively monitor and reduce greenhouse gas emissions.
- 🌱 Promote the use of renewable energy sources and implement energy-efficient technologies.
- 🌱 Contribute to preserving biodiversity and protecting ecosystems.

Social:

- 🌱 Ensure fair and equitable treatment of all employees and stakeholders.
- 🌱 Foster diversity, inclusion, and equal opportunities.
- 🌱 Promote health, safety, and well-being in the workplace.
- 🌱 Engage in community development and support local initiatives.

Governance:

- 🌱 Maintain high ethical standards and promote transparency and accountability.
- 🌱 Implement robust risk management and compliance processes.
- 🌱 Ensure regular reporting on ESG performance and progress.

4. Alignment with a Sustainable Development

We are committed to supporting and contributing to a sustainable development through our ESG initiatives. Our key areas of focus include:

- a. **Good Health and Well-being:** Promote the health and well-being of our employees through comprehensive wellness programs and a safe working environment.
- b. **Quality Education:** Support educational initiatives and provide training and development opportunities for our employees and the communities we serve.
- c. **Gender Equality:** Champion gender equality and empower all women and girls by promoting diversity and inclusion in our workforce.



- d. **Affordable and Clean Energy:** Transition towards cleaner, more sustainable energy sources and implement energy-efficient practices.
- e. **Decent Work and Economic Growth:** Create decent job opportunities, foster innovation, and support economic growth through responsible and sustainable business practices.
- f. **Responsible Consumption:** Promote sustainable consumption by implementing circular economy principles and waste reduction strategies.
- g. **Climate Action:** Actively reduce our greenhouse gas emissions and implement climate change adaptation and mitigation measures.
- h. **Peace, Justice, and Strong Institutions:** Uphold the rule of law, ensure access to justice, and maintain high ethical standards and transparent governance practices.
- i. **Implementation and Monitoring:** We will integrate ESG considerations into our day-to-day operations, decision-making processes, and strategy. We will regularly review and update this policy to ensure its ongoing relevance and effectiveness. We will also monitor and report our progress towards meeting our ESG objectives.

6. Responsibilities

All employees, stakeholders, partners and suppliers of IQS have a responsibility to uphold and implement this ESG policy. Our senior management team is responsible for overseeing the policy's implementation and providing necessary resources and support.

7. Review

This policy will be reviewed annually or as required to ensure it remains aligned with our company's objectives, relevant regulations, and industry best practices.

By integrating ESG principles into our business operations and aligning our actions with Sustainable Development principles, we at IQS are committed to positively impacting the society and creating long-term value for our stakeholders, employees, customers, and the communities we serve.

8. Communication and Awareness

We will actively communicate our ESG policy and objectives to all employees, stakeholders, suppliers and partners. We will also provide the necessary training and resources to ensure that our workforce is equipped to implement and support ESG initiatives.

9. Reporting and Disclosure

IQS will regularly monitor, measure, and report on our ESG performance, including progress. We are committed to transparent and comprehensive reporting and will make our ESG reports available to stakeholders, investors, and other interested parties.



10. Collaboration and Partnerships

We believe that collaboration and partnerships are essential for driving positive change and advancing ESG objectives. IQS will actively engage with industry peers, government agencies, non-governmental organisations, and other stakeholders to share knowledge, best practices, and resources related to ESG.

Our commitment to integrating environmental, social, and governance principles into our business operations, and fostering collaboration across sectors will help us contribute to a more sustainable and equitable world. Through this ESG policy, IQS pledges to create long-lasting value for our stakeholders and the communities we serve whilst continuously striving to enhance our sustainability performance.



Amministratore Unico

Salvatore Stomeo

Signature

