





Context

Sustainability Policies are formal statements or sets of guidelines and principles that a company follows to ensure that its operations are sustainable, ethical, and socially responsible. These policies often serve as the foundation upon which a Sustainability Plan is built and as a guiding document that help these companies make sustainable choices in their operations.

Introduction

At Joyn Group, we are committed to operating our business in a manner that is socially responsible, environmentally sustainable, and economically viable. This Sustainability Policy outlines our approach to achieving these aims, guided by our alignment with the United Nations Sustainable Development Goals (SDGs).

Scope

This policy applies to all Joyn Group employees, contractors, and business partners. It extends to all our operations, including those of our subsidiaries and affiliates.

Our Commitment

We are committed to:

1. Environmental Stewardship: Minimizing our environmental footprint by reducing waste, conserving resources, and integrating sustainable practices across our operations.
2. Social Responsibility: Creating a diverse, inclusive, and safe work environment, and contributing positively to the communities in which we operate.
3. Governance and Ethics: Conducting our business with integrity, transparency, and accountability.

Implementation and Monitoring

- A Sustainability Committee will be responsible for the implementation and monitoring of this policy.
- Employees are encouraged to report any non-compliance with this policy to their immediate supervisor or through an anonymous reporting mechanism.

Review

This policy will be reviewed annually to ensure it remains relevant and effective in achieving our sustainability goals.