



FC Group Invest Ltd: Sustainability Policy

1. Introduction

At FC Group Invest Ltd, we are committed to operating our businesses in a responsible and sustainable manner. We recognise our responsibility to reduce our environmental footprint, support the well-being of our employees and communities, and ensure the long-term viability of our businesses. This Sustainability Policy outlines our commitment to sustainability principles and our strategies for achieving our sustainability goals.

2. Environmental Responsibility

2.1. Resource Efficiency: We will continuously strive to optimise resource utilisation and minimise waste generation in our manufacturing processes. This includes reducing energy consumption, water usage, and minimising material waste.

2.2. Renewable Energy: We are committed to transitioning to renewable energy sources for our operations wherever feasible and financially viable.

2.3. Product Design: We will consider environmental impacts in product design, prioritising energy efficiency, recyclability, and reduced use of hazardous materials.

2.4. Supply Chain Sustainability: We will work with our suppliers to promote sustainability practices and ensure the responsible sourcing of materials.

2.5. Waste Management: We will implement efficient waste management practices, including recycling and proper disposal of hazardous materials.

2.6. Carbon Footprint: We will work towards achieving net zero carbon emissions associated with our activities by 2050 and invest in carbon offset programs and in-house initiatives to reduce carbon emissions.

3. Social Responsibility

3.1. Employee Well-being: We will maintain a safe and healthy workplace for our employees and provide opportunities for professional development and growth.

3.2. Diversity and Inclusion: We are committed to promoting diversity and inclusion within our workforce, respecting differences, and providing equal opportunities to all employees.

3.3. Community Engagement: We will engage with our local communities and support initiatives that enhance the quality of life in the areas where we operate.

3.4. Ethical Business Conduct: We will conduct our business with integrity, adhering to ethical principles in all our interactions with customers, suppliers, and stakeholders.



4. Economic Viability

4.1. **Long-Term Perspective:** We will make decisions that consider the long-term sustainability of our businesses, balancing economic growth with social and environmental responsibility.

4.2. **Innovation:** We will invest in research and development to innovate and develop sustainable products and processes that meet the evolving needs of our customers.

4.3. **Efficiency:** We will continually seek opportunities to improve operational efficiency, reduce costs, and enhance our competitive position.

5. Compliance and Reporting

5.1. **Compliance:** We will comply with all applicable environmental, health, safety, and labour laws and regulations in all our operations.

5.2. **Reporting:** We will transparently report our sustainability performance to stakeholders, including employees, customers, and investors, through regular sustainability reports.

6. Continuous Improvement

We are committed to the ongoing improvement of our sustainability efforts. We will regularly review and update our sustainability goals, strategies, and performance metrics to ensure that we are making meaningful progress toward a more sustainable future.

7. Communication and Engagement

We will actively engage with our employees, customers, suppliers, and other stakeholders to foster a shared commitment to sustainability and seek input and feedback on our sustainability efforts.

This Sustainability Policy reflects our dedication to making sustainable choices that benefit our businesses, society, and the environment. We believe that by integrating sustainability into our core operations, we can contribute to a better, more sustainable future for all.

Co-Founders