



Corporate Social Responsibility Policy

As part of our Core Values, GQS (Global Quality Services) and its business units are committed to respecting people, the environment, and communities in our global operations.

We are committed to conducting our activities in accordance with applicable laws and with respect for human rights, informed by the United Nations Guiding Principles on Business and Human Rights and consistent with the Universal Declaration of Human Rights.

We expect our suppliers and subcontractors to perform their business while respecting and honouring individuals and their human rights. GQS's Code of Business Conduct and Ethical Sourcing Modern Slavery Policy provide further guidance on our efforts to conduct business responsibly and respect human rights.

Protecting the People

GQS's culture is committed to respect, integrity, service and excellence. This commitment applies to all our employees and spans our efforts to develop a diverse workforce, maintain safe and secure workplaces, and support the health, wellness and career development of our employee base. We define these values to hiring; workplace behaviour; and employee conduct toward each other, our clients, and our business partners.

GQS is dedicated to treating every person with respect and dignity. Our commitment to people focuses on:

- Protection of the health and safety of our workers.
- Promotion of training and development opportunities and a diverse and inclusive workforce.
- Provision of quality work conditions that comply with all applicable labour laws and the International Labour Organization's core conventions / Declaration on Fundamental Principles and Rights at Work, including labour principles related to freedom of association, non-discrimination, and prohibition of forced labour, human trafficking, and child labour.

Our commitment to people also includes fostering a safe and secure environment at our facilities and sites to protect people and assets in guidance of our Diversity & Inclusion Policy. Our engagement with public and private security forces is consistent with the fundamentals of Human Rights.



Protecting the Environment

Envoy Group maintains a culture in which all employees are aware of our environmental objectives and work together to achieve them. Subcontractors are made aware of Envoy's environmental expectations via this policy or certain procedures so that they too can commit to our environmental objectives.

GQS is dedicated to reducing our impact on the natural environment, using materials and resources efficiently, and complying with applicable environmental laws and permits. Our sites utilize environmental management plans, and our commitment to our Environmental Policy.

Protection of the environment in which we live and operate is part of GQS's values and principles and we consider it to be sound business practice. Care for the environment is one of our key responsibilities and an important part of the way in which we do business. We strive to reduce our energy use, manage our carbon footprint and decrease our overall environmental impact. We commit our company to:

- Comply with all relevant environmental legislation, regulations and approved codes of practice
- Protect the environment by striving to prevent and minimize our contribution to pollution of land, air, and water
- Seek to keep waste to a minimum and maximize the efficient use of materials and resources
- Manage and dispose of all waste in a responsible manner
- Provide training for our staff so that we all work in accordance with this policy statement and within an environmentally aware culture
- Regularly communicate our environmental performance to our employees and other significant stakeholders
- Develop our management processes to ensure that environmental factors are considered during planning and implementation
- Monitor and continuously improve our environmental performance.

Everyone within the organisation has the responsibility of protecting the environment and reporting any problems, incidents or related non-conformances to their supervisor.



Protecting the Community

GQS recognizes the importance of community involvement. Our business is dependent upon our communities for employees and for clients, and our communities are dependent on our business for employment opportunities and for our services. GQS is active in community participation and encourages and supports employee participation in service activities that contribute to our communities.

GQS is committed to respecting the communities where we live and work. Our sites carry out this commitment through:

- Assessment and management of social risks and impacts.
- Culturally appropriate and inclusive stakeholder engagement, including access to feedback mechanisms such as local community grievance mechanisms or the corporate Ethics Helpline.
- Opportunities for local social and economic development.

Where potential impacts to Indigenous Peoples exist, GQS works to respect the rights of Indigenous Peoples through site-specific strategies that address:

- Consultation and meaningful engagement.
- Opportunities for training, employment, and supply chain participation.
- Cultural awareness training and cultural heritage management processes.

This policy is the responsibility of all employees globally.

Should a conflict exist between this policy and local requirements, GQS leadership will use the UN Guiding Principles on Business and Human Rights as a model for decision-making and shall ensure legal requirements are met.

This policy will be reviewed annually for suitability and updated as necessary

A handwritten signature in black ink, appearing to read 'David Cross'.

David Cross
Director
GQS