

## **C.A.T. Group Sustainability Policy**

This Sustainability Policy outlines the "C.A.T." Group commitment to integrating sustainable practices into our operations, projects, and corporate culture. It aims to balance environmental responsibility, social equity, and economic viability.

This policy applies to all aspects of our operations, including but not limited to construction practices, procurement, employee welfare, and community engagement.

The "C.A.T." Group is committed to leading the industry in sustainable practices, ensuring that our projects not only meet but exceed environmental and social standards while maintaining economic viability.

### **Environmental Stewardship:**

Our environmental commitment focuses on reducing our ecological footprint through various initiatives. We prioritize energy efficiency in our operations and promote the use of renewable energy sources where feasible. Sustainable resource management is key, including responsible sourcing and minimizing waste through recycling and reuse. We are dedicated to water conservation and strive to reduce emissions and pollutants, ensuring compliance with environmental regulations. Protecting biodiversity and natural habitats in our projects areas is also aspect of our environmental stewardship.

### **Social Responsibilities:**

The "C.A.T." Group is deeply committed to the well-being of our employees, contractors, and the communities in which we operate. We foster a diverse and inclusive workplace, emphasizing employee health, safety, and professional development. Our community engagement programs aim to contribute positively to societal development, focusing on education, healthcare, and local economic growth. We maintain high ethical standards in all our business dealings and encourage our partners and suppliers to uphold these values.

### **Economic Viability:**

Economic sustainability is integral to our long-term business strategy. We aim to achieve financial stability and growth while incorporating practices into our core operations. This includes efficient project management, innovation in sustainable technologies, and fostering partnerships that align with our sustainability goals. Our approach ensures that we remain competitive and responsible in the ever-evolving global market.

### **Implementation and Monitoring:**

To effectively implement this policy, we will engage with stakeholders, including employees, clients, and local communities, to understand their perspectives and incorporate their feedback. Regular training and awareness programs will be conducted to ensure our team is equipped to uphold these standards. We will monitor our sustainability performance through key indicators and regular audits, making adjustments as necessary to achieve our goals.

The "C.A.T." Group's sustainable policy reflects our commitment to responsible business practices that benefit not only our company but also the wider community and environment. We believe that sustainable development is not just a responsibility but an opportunity to lead and innovate in our industry, creating a positive legacy for future generations.

This policy will be reviewed on a yearly basis to ensure it remains current and appropriate to the purpose and context of the organization, including the nature, scale and impact of our activities, products, and services.

**Christopher Bush**

A handwritten signature in blue ink, appearing to read "Christopher Bush".

**Chief Executive Officer**