

At Pico Technology we are committed to operating as a responsible and sustainable organisation, mindful of the impact we have on the environment, society, and our stakeholders. This Environmental, Social, and Governance (ESG) Policy outlines our dedication to incorporating ESG considerations into our business practices, decision-making processes, and overall corporate strategy.

1. Environmental Responsibility

We recognise the urgent need to address environmental challenges and minimise our ecological footprint. Our commitment includes:

- **Resource Efficiency:** We strive to optimise our use of natural resources, energy, and water by implementing sustainable practices and technologies.
- **Emissions Reduction:** We are dedicated to reducing our greenhouse gas emissions and continuously seek ways to enhance energy efficiency across our operations.
- **Waste Management:** We adopt waste reduction and recycling practices to minimise waste generation and promote responsible waste management.
- **Biodiversity Conservation:** We are committed to preserving biodiversity by minimising negative impacts on ecosystems and supporting conservation efforts.

2. Social Engagement

We understand the importance of contributing positively to the well-being of our employees, communities, and society at large. Our social engagement initiatives include:

- **Diversity and Inclusion:** We foster an inclusive and diverse work environment, ensuring equal opportunities and equitable treatment for all employees.
- **Employee Well-being:** We prioritise the health and well-being of our employees by offering safe workplaces, wellness programs, and professional development opportunities.
- **Community Involvement:** We actively engage with local communities through partnerships, philanthropy, and volunteer efforts that address community needs.
- **Supply Chain Responsibility:** We endeavour to ensure, by audit or inquiry, that our supply chain partners share our values of ethical and responsible business practices.

3. Governance and Ethics

Strong governance and ethical standards are fundamental to our operations. We uphold high standards in corporate governance by:

- **Transparency:** We maintain transparency in financial reporting, operational practices, and interactions with stakeholders.
- **Accountability:** We hold ourselves accountable for our actions and decisions, promoting responsible behaviour at all levels of the organisation.
- **Risk Management:** We integrate risk management practices into our decision-making processes to mitigate potential negative impacts.
- **Anti-Corruption:** We strictly prohibit all forms of bribery, corruption, and unethical practices within our organisation.

4. Continuous Improvement

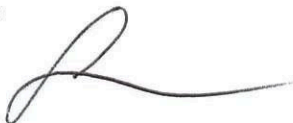
We understand that the journey towards sustainability is ongoing. We commit to continuous improvement by:

- **Setting Goals:** We set clear ESG goals and regularly monitor our progress towards achieving them.
- **Stakeholder Engagement:** We will actively engage with our stakeholders to gather insights, feedback, and suggestions for enhancing our ESG efforts.
- **Innovation:** We encourage innovation and research to identify new sustainable practices, technologies, and solutions.

Conclusion

This ESG Policy reflects our commitment to operating in a manner that respects the environment, values social responsibility, and upholds strong governance principles. By adhering to this policy, we aim to create long-term value for our stakeholders while contributing positively to the world around us.

Signed:



Date:

27th October 2023