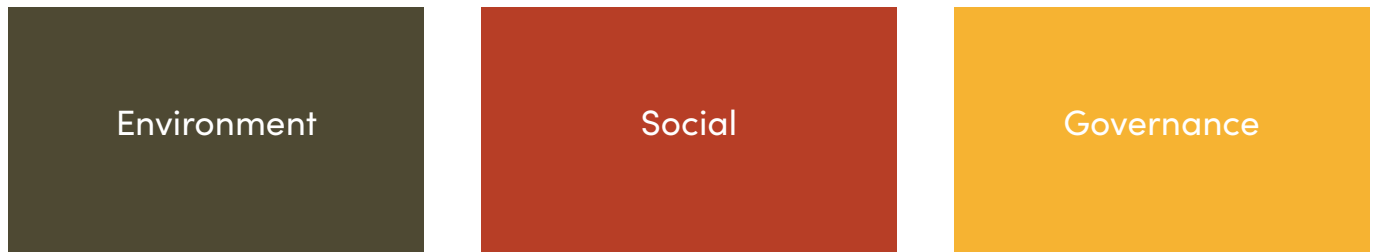


Responsibility Policy

Three pillars as Monjasa's response to global sustainable development



We believe that running a business responsibly is about meeting the needs of the present without compromising the ability of future generations to meet their own needs.

The global challenges all companies and countries are facing, ranging from climate, water, and food crises, to poverty, conflict, and inequality, need solutions that require joint and prioritised efforts. New types of partnerships and collaborations are emerging between companies, communities, and competitors, all finding a common path in using responsibility as a catalyst for sustainable development.

Through a thorough Double Materiality Assessment, we have grouped and prioritised our responsibility approach to direct our actions to where Monjasa can make the most impact. Our responsibility framework is founded on the below three pillars and initiatives.

Environment

- Managing the environmental impact of our operations
- Mitigating climate impacts
- Consuming less resources

Social

- Driving employee development
- Cultivating diversity and inclusion
- Sustaining a healthy and safe work environment
- Engaging in local partnerships and communities

Governance

- Challenging bribery and corruption
- Instituting robust corporate governance
- Enhancing due diligence and sanctions compliance
- Prioritising quality of operations
- Securing GDRP compliance and data governance
- Emphasising cybersecurity

More details about the different initiatives under each pillar can be found in our yearly [Responsibility Report](#).