

# ESG POLICY



At FIB Industries, our focus is firmly on sustainability and reducing our ecological footprint, pivotal elements in driving the shift towards a greener future.

Our Environmental, Social, and Governance (ESG) principles are more than just operational guidelines; they are integral to our identity. Committed to constantly advancing our ESG practices, we diligently measure our progress and engage collaboratively with our employees, partners, suppliers, and stakeholders. Our goal is to make a significant and meaningful contribution to a future that is sustainable, responsible, and mindful of our impact on the planet.

## **ENVIRONMENTAL RESPONSIBILITY AT FIB INDUSTRIES**

### **Pioneering sustainability and resource efficiency**

At FIB Industries, our dedication to reducing our environmental footprint is unwavering. We embrace sustainable practices across all aspects of our operations. Our strategy includes minimizing waste, pollution, and the unnecessary use of resources through innovative approaches like prevention, reuse, and recycling.

Our ambition is clear: drastically reduce our emissions, with the ultimate goal of achieving net-zero greenhouse gas emissions at the earliest. This commitment is woven into the fabric of FIB Industries, as we continuously strive to enhance energy efficiency in our fabrication processes, reinforcing our role as environmental stewards in the manufacturing sector. We are in the process of shifting to green energy for our production processes, alongside updating our fleet to electric vehicles and adopting new technologies to lessen our impact on the environment.

## **SOCIAL RESPONSIBILITY AT FIB INDUSTRIES**

### **Prioritizing employee safety and well-being**

At the heart of FIB Industries' culture lies the unwavering commitment to the safety and well-being of our team. We foster a safety-first environment, investing in comprehensive training and ensuring a secure workplace. Our goal is ambitious yet straightforward: to maintain accident rates 25% lower than industry standards. Adherence to fair labor practices is a cornerstone of our operations, encompassing equitable wages and reasonable working hours.

Reflecting our diverse and inclusive ethos, FIB Industries' workforce mirrors the varied communities we serve. We champion equal opportunities, nurturing an environment where every employee's unique skills and perspectives are valued and celebrated. This commitment to diversity and inclusivity is not just a policy; it's a principle that enriches our company culture and drives our success.

## **GOVERNANCE AT FIB INDUSTRIES**

### **Upholding ethical standards and transparency**

At FIB Industries, we stand firmly committed to the highest standards of ethical behavior and transparency across all our business practices. These principles are not just guidelines; they are the foundation of every decision and action we take. They ensure accountability within our management team and board of directors and extend to our strict adherence to all relevant laws and regulations.

In our quest for excellence, we meticulously audit suppliers in our supply chain and scrutinize our activities worldwide. Compliance with our high standards is not just expected but rigorously followed up on. At FIB Industries, we believe in the power of open and transparent communication, dedicating ourselves to providing our stakeholders with accurate, timely, and comprehensive information about our performance. This commitment to integrity and clarity is at the core of who we are and how we operate.