

GLOBAL ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

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PRIVILEGED AND CONFIDENTIAL
Certified by: Ethics Committee

Trescal

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GLOBAL ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

Trescal aims to ensure its business is sustainable in the longer term. Trescal recognises that the integration of global environmental, social and governance (ESG) considerations into its business processes can have an impact on financial performance and sustainability. Trescal has prepared this policy document after careful consideration of the various risks and issues affecting the sustainability and strategy of its business. This ESG policy applies firm wide to all Trescal business activities. The policy has been approved and endorsed by the Trescal Executive Board. The policy is set out in the format of five principles:

Principle I: Encourage a work environment which values and respects all employees

Trescal complies with relevant regulations governing the protection of human rights, occupational health and safety standards and labour, environmental and business practices of the jurisdictions in which we conduct business. Trescal promotes respectful attitudes through the Trescal Institute.

Principle II: Incorporate ESG considerations into decision making processes where relevant

ESG criteria are to be taken into account during the analysis and decision making processes for all of our business dealings where relevant. The varied nature of some of Trescal's strategies makes this more significant to some strategies than others.

Principle III: Ensure compliance with the Group ESG policy

Trescal will nominate an ESG Representative from the Global HR function who will report to the Ethics Committee. The ESG Representative is responsible for maintaining and reviewing the ESG policy, and disseminating the ESG policy to all personnel of Trescal Group. The ESG Representative monitors adherence of Trescal Group teams to the policy.

Principle IV: Adopt a responsible and ethical approach to governance

Trescal ensures the implementation of compliance policies and procedures, and of on-going monitoring of the Group's systems and controls. Trescal also ensures the implementation of rigorous risk control processes throughout the business.

Principle V: Promote awareness and adoption of ESG considerations



Trescal undertakes, where applicable, to share ESG considerations relating to the business with the appropriate personnel, with a view to encouraging better management and communication of ESG concerns.