



Environmental, Social & Governance Sustainability Policy



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C. W. MACKIE PLC

No.36, D. R. Wijewardena Mawatha, Colombo 10

C. W. Mackie PLC: Environmental, Social & Governance Sustainability Policy

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1 Introduction

C. W. Mackie PLC (“CWM”), as a listed company on the Colombo Stock Exchange (CSE), recognizes its responsibility to operate in a manner that promotes environmental sustainability, social responsibility and strong governance practices. This Environmental, Social and Governance (ESG) Sustainability Policy reflects the Company’s commitment to these principles.

2 Environmental Sustainability

CWM is committed to reducing its negative environmental impacts by implementing environmentally responsible practices, conserving natural resources, and minimizing waste. Similarly, the Company will strive to make a positive impact on the environment through project-based initiatives:

- A. Compliance with Environmental Laws - CWM shall endeavour to comply with all applicable environmental laws, regulations, and standards applicable in Sri Lanka. The Company shall also comply with applicable International Standards where relevant.
- B. Materials & Waste - CWM is focused on:
 - a) effectively managing its consumption of materials;
 - b) eliminating waste and rejects through process and product innovation;
 - c) exploring use of alternative materials to lower the carbon footprint.
- C. Energy & Emissions - CWM is focused on:
 - a) Investing in energy-efficient technologies;
 - b) Implementing practices to reduce its carbon footprint and improve energy efficiency;
 - c) shifting to low-carbon solutions in sourcing the Company’s energy requirements.
- D. Water & Effluents - CWM recognizes that Sri Lanka is a water stressed country and is focused on effective management of water through:
 - a) Investing water efficient technologies;
 - b) Reducing water withdrawals;
 - c) Recycling and re-using water;
 - d) Treating waste water prior to discharging in accordance with the operating license.

3 Social Responsibility

- A. Employee Welfare - CWM is committed to providing a safe, inclusive and fair work environment that promotes the well-being and development of its employees.
- B. Community Engagement - CWM actively engages with the local communities where it operates. The Company contributes positively to these communities through outreach programs and support for local development.
- C. Human Rights - CWM respects and upholds human rights and will not engage in or support any form of discrimination, forced labour or child labour.
- D. Supply Chain Responsibility - CWM expects its suppliers and partners to adhere to social responsibility principles that are in line with this Policy.

4 Governance Practices

- A. Board Oversight - The Board of Directors will provide oversight of the Company's ESG practices, ensuring that they align with its long-term strategy and risk management.
- B. Accountability and Transparency - CWM is committed to maintaining accountability and transparency in all its operations and communications. This includes open and fair disclosure of material ESG information.
- C. Compliance with Governance Standards - CWM will comply with all governance standards and codes that apply to listed companies in the Colombo Stock Exchange and strive for best practices.

5 Anti-Corruption and Ethics

CWM has a zero-tolerance policy for corruption and expects all employees to act ethically and with integrity. CWM Anti-Bribery & Corruption Policy provides further guidance in this regard. Where Whistleblowing reveals impropriety or illegality affecting colleagues or members of the public, the Company will conduct an inquiry based on bonafide information received with evidence, documentary or otherwise.

6 Sustainability Reporting and Metrics

CWM will regularly report on its ESG performance and metrics, using established frameworks such as the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards.

7 Approval, Revision & Dissemination of the Policy

- A. The Policy should be revised as deemed necessary, particularly in the event of changes in law and authoritative sources of best practice in Corporate Governance. However, it will be reviewed and revised at least every two (2) years to ensure that it is updated to reflect developments in relation to the subject.
- B. The Nominations and Governance Committee has reviewed and recommended the Policy which has been approved by the Board.

C. The Policy is uploaded on the website of the Company in accordance with CSE Listing Rules.