

# WELEWON SUSTAINABILITY POLICY

As a global organization, WELEXON recognizes our opportunity to positively impact the world around us by managing our operations in a sustainable manner. We believe that sustainable practices are essential to the long-term success of our business and that we have a responsibility to consider how our business interacts with society, impacts the environment, and can affect the global economy in line with our corporate values of teamwork, integrity, clear communication, and performance excellence.

WELEXON expects our employees, suppliers, and business partners to use our Corporate Sustainability Policy as a guiding principle in their respective roles.

WELEXON's Leadership and Employees are committed to:

## **Environmental**

- Responsible sourcing and management of natural resources and raw materials
- Conducting business in a way that minimizes negative environmental impact
- Responsible management of waste and prevention of pollution with a focus on recycling

## **Social**

- Fostering a culture that promotes personal health and safety
- Cultivating a culture that promotes transparency and clear communication
- Embracing diversity, equity, and inclusion, both in the workplace and with customers, suppliers, and vendors
- Promoting career growth through talent development, succession planning, on the job training, and education
- Competitively compensating our employees commensurate with skills and experience in each market
- Supporting and actively engaging with our local communities

## **Governance**

- Upholding fair and ethical labor, governance, and finance practices
- Ensuring ethical organizational governance through consistent and continuous training of our employee base
- Creating strong cybersecurity policies that ensure protection and privacy of data for our customers, employees, and other stakeholders
- Promoting transparency, accountability, and engagement with our shareholders