



Environmental, Social, and Governance (ESG) Policy

1. Introduction

MMVI Ltd. recognises the importance of Environmental, Social, and Governance (ESG) factors in creating long-term value and contributing to a sustainable future. This policy outlines our commitment to integrating ESG considerations into our business strategy, operations, and decision-making processes. We believe that strong ESG performance is essential for our success and for the well-being of our stakeholders, including employees, customers, suppliers, communities, and the environment.

2. Environmental Sustainability

MMVI Ltd. is committed to minimising our environmental impact and promoting sustainable practices throughout our operations. We will:

- **Reduce our carbon footprint:** We will strive to reduce our greenhouse gas emissions through energy efficiency measures, the use of renewable energy sources where feasible, and exploring carbon offsetting programs.
- **Conserve resources:** We will implement strategies to reduce our consumption of water, energy, and raw materials. This includes promoting recycling, minimising waste generation, and adopting sustainable procurement practices.
- **Protect biodiversity:** We will avoid operations in sensitive ecological areas and take measures to protect biodiversity in areas where we operate.
- **Manage waste responsibly:** We will manage all waste streams responsibly, prioritising reduction, reuse, and recycling. We will ensure proper disposal of hazardous waste.
- **Promote environmental awareness:** We will educate our employees and stakeholders about environmental issues and encourage them to adopt sustainable practices.

3. Social Responsibility

MMVI Ltd. is committed to fostering a positive social impact and upholding the highest ethical standards. We will:

- **Respect human rights:** We will respect and uphold all internationally recognised human rights, including those related to labour, freedom of association, and non-discrimination.
- **Ensure fair labour practices:** We will provide fair wages and benefits to our employees, promote a safe and healthy working environment, and foster a culture of respect and inclusivity. We will prohibit child labour and forced labour in our operations and supply chain.
- **Promote diversity and inclusion:** We will strive to create a diverse and inclusive workforce where all employees feel valued and respected. We will promote equal opportunities for all, regardless of race, gender, religion, or other protected characteristics.

- Engage with our communities: We will engage with the communities where we operate, seeking to understand their concerns and contribute to their well-being. We will support local initiatives and invest in community development projects where appropriate.
- Maintain ethical business practices: We will conduct our business with integrity and transparency, adhering to the highest ethical standards. We will have a zero-tolerance policy for bribery and corruption.
- Protect data privacy: We will protect the privacy of our employees, customers, and other stakeholders by implementing appropriate data security measures.

4. Governance

MMVI Ltd. is committed to maintaining strong corporate governance practices. We will:

- Maintain a strong board of directors: Our board of directors will be composed of individuals with diverse skills and experience, who are committed to overseeing the company's ESG performance.
- Promote transparency and accountability: We will communicate our ESG performance transparently to our stakeholders through regular reporting and disclosures.
- Implement effective risk management: We will identify and manage ESG-related risks and opportunities.
- Ensure compliance: We will comply with all applicable laws and regulations related to ESG.
- Establish clear lines of responsibility: We will assign clear roles and responsibilities for ESG implementation and oversight.

5. Implementation and Review

This ESG policy will be implemented throughout MMVI Ltd.'s operations. We will regularly monitor our performance against the goals and targets set in this policy and make adjustments as needed. This policy will be reviewed and updated annually or more frequently as required.

6. Stakeholder Engagement

MMVI Ltd. recognises the importance of engaging with our stakeholders on ESG issues. We will actively seek feedback from our employees, customers, suppliers, communities, and other stakeholders and incorporate their input into our ESG strategy.

7. Contact Information

For any questions or concerns regarding this ESG policy, please contact:

MMVI Ltd, 1 Ainslie Road, Hillington Park, Glasgow, G52 4RU

This ESG policy represents MMVI Ltd.'s commitment to responsible and sustainable business practices. We believe that by integrating ESG factors into our operations, we can create long-term value for our stakeholders and contribute to a better future.