

ENVIRONMENTAL POLICY

Since our inception in 1991, JEB Group's products, solutions and services have seen us grow and expand globally. Supplying such products and services inevitably has the potential to impact the environment and international communities. JEB Group believe we have a duty to act responsibly to ensure that our daily operations, employees, supply chain and stakeholders work diligently to minimise and eradicate any negative impact on the environment and communities we operate in. This Policy serves as a unifying vision of environmental principles that guides the actions of employees and management.



JEB Group is committed to:

- 1. Minimising Carbon Footprint and Waste:** At JEB Group, we are dedicated to decarbonising by implementing energy and resource efficient practices by embracing the 3R's (Reduce/ Reuse/ Recycle). We continually monitor the energy use of our offices and the waste produced and seek to evaluate improvement against a historical baseline. We aim to reduce waste generation and promote a circular economy by incorporating sustainable design thinking into and throughout our business units by actively encouraging the reuse and recycling of materials.
- 2. Promoting Environmental Awareness and Education:** JEB Group believes in the power of education and awareness to inspire change. We promote environmental awareness among our employees, clients, and stakeholders through educational training, marketing, workshops, lunch and learns and communication campaigns both online and offline. We encourage the adoption of sustainable practices both within and beyond our organisation, fostering a culture of environmental responsibility.
- 3. Environmental Compliance:** JEB Group is committed to complying with all applicable environmental laws, regulations, and standards. We continuously monitor and assess our operations to ensure compliance and strive to exceed these requirements whenever possible. We engage in ongoing environmental risk assessments to identify areas for improvement and take necessary actions to minimise our environmental impact.



Our responsibility and measures:

- 1. Employees:** Our culture and core values embody a commitment to lead and serve all team members, contractors, and suppliers with dignity and respect and promoting a safe, healthy and supportive work environment. We proactively take measures to ensure that the working environment is safe, that employees are aware of and implement safety procedures and that proper safety equipment is available.
- 2. Customers:** We see the opportunity to help our customers in their environmental efforts. We seek to disclose information about our products' sustainability, to help our customers make informed choices when they source green products. We shall work closely with our customers during the process of specifying products through to end-of-life disposal to support our customers in their efforts toward sustainability.
- 3. Local Communities:** JEB Group sees the potential to impact the communities in which we operate positively, work and live. Our commitment to our communities is demonstrated through active support of various causes and community-based organisations. JEB Group will continue supporting community causes pertinent to the communities that it serves.

The JEB Group Policy & Guidelines are overseen by the CSR Steering Committee. We seek internal and external support for our commitment to decarbonisation and responsible corporate citizenship. The Group will review this policy annually and as required to ensure its relevance and effectiveness.

Together we can make meaningful impacts.

Robert Wall

CEO of JEB Group