



Environmental Policy

Sustainability Strategy

1. Introduction and Executive Summary:

- Provide an overview of ZDS's commitment to environmental sustainability.
- Summarize the key elements of the environmental policy.
- Outline the purpose and goals of the sustainability strategy.

2. Baseline Assessment and Goal Setting:

- Conduct a thorough environmental impact assessment of current operations.
- Identify areas with the highest environmental impact and resource consumption.
- Establish specific, measurable, achievable, relevant and time-bound (SMART) environmental goals aligned with the local environmental policy.

3. Resource Conservation and Efficiency:

- Develop initiatives to promote energy efficiency throughout the organisation.
- Implement water-saving measures and set targets for water usage reduction.
- Establish waste reduction and recycling programs.
- Encourage the responsible use of materials and priorities the sustainable procurement practices.

4.Environmental Management System:

- Design and implement an environmental management system (EMS) following recognized standards (ISO14001)
- Define responsibilities and establish clear processes for managing environmental impacts.
- Regularly review and update the EMS to ensure continuous improvement.

5.Employee Engagement and Training:

- Develop a comprehensive environmental training program for all employees.
- Encourage employees to actively participate in sustainability initiatives and idea generation.

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- Foster a culture of environmental responsibility and recognition for environmentally friendly practices.

6. Continuous Improvement and Monitoring:

- Establish Key Performance Indicators (KPIs) to measure progress toward sustainability goals.
- Monitor and evaluate environmental performance regularly.
- Conduct periodic reviews to assess the effectiveness of sustainability initiatives and adjust strategies as needed.

7. Stakeholder Engagement and Collaboration:

- Engage with clients, suppliers and other stakeholders to align sustainability goals and share best practices.
- Establish partnerships with organisations and industry bodies to promote sustainability.
- Participate in community initiatives and broader environmental campaigns.

8. Communication and Reporting:

- Develop a transparent communication plan to share sustainability efforts with employees, clients and stakeholders.
- Publish regular sustainability reports showcasing progress and achievements.

- Encourage feedback from stakeholders to enhance sustainability practices.

9. Innovation and Technology Adoption.

- Explore and implement innovative environmental technologies and practices.
- Invest in research and development to identify new sustainable solutions.

10. Budgeting and Resource Allocation:

- Allocate appropriate resources, budget and personnel to support sustainability initiatives effectively.

11. Timeline and Implementation Roadmap:

- Create a timeline for implementing various sustainability initiatives.
- Prioritise projects based on their potential environmental impact and feasibility.

12. Monitoring and Review Mechanism:

- Outline a mechanism to monitor progress and evaluate the effectiveness of the sustainability strategy regularly.
- Set up regular reviews to ensure the strategy remains relevant and aligned with the evolving environmental landscape.

At ZDS, we firmly believe that environmental sustainability is not just a responsibility but a fundamental value that guides our every action. Through our Environmental Sustainability policy and the comprehensive Sustainability Strategy, we are committed to making a positive impact on the environment and reducing our ecological footprint.

Our unwavering commitment to environmental stewardship encompasses adherence to environmental laws and regulations, optimising resource management, embracing sustainable procurement practices, fostering active employee engagement, driving continuous improvement, fostering fruitful collaborations with stakeholders, and ensuring transparent communication. This collective dedication propels us forward on our journey towards a greener and more sustainable future.

We understand that environmental challenges are ever evolving, and we embrace innovation and technology to drive positive change. By working together with our employees, clients, suppliers and communities, we strive to inspire others to join us in these efforts and be part of a global movement towards a more sustainable and prosperous world.

At ZDS, we are not merely committed to sustainability; we are driven by it. Together, we can build a more environmentally responsible and resilient future, leaving a positive legacy for generations to come.

Diversity Policy

At ZDS, we are committed to equality. We acknowledge the significance of workplace equality and its necessity. All ZDS employees are expected to act in a way that exhibits inclusiveness when at work, at professional gatherings held on or off the job site, and at all other company-sponsored and participatory events. This includes treating others with respect and decency at all times. To demonstrate our devotion, we have developed the following policies:

Diverse Hiring Practices: Implementing policies to actively seek candidates from diverse backgrounds during the hiring process, including women, minorities, and individuals from underrepresented groups.

Inclusive Work Environment: Fostering a culture of respect and inclusion where employees feel valued and supported regardless of their background, gender, ethnicity, or beliefs.

Training and Education: Providing diversity and inclusion training for employees to raise awareness and develop cultural competency.

Diverse Leadership: Striving to achieve diversity at all levels of leadership within the organisation to ensure diverse perspectives are represented in decision-making processes.

Employee Resource Groups (ERGs): Establishing ERGs that bring together employees with shared characteristics or backgrounds to create a supportive community.

Fair and Equitable Policies: Ensuring that company policies, practices, and benefits are designed to be fair and equitable for all employees.

Anonymous Hiring and Evaluation: Conducting anonymous hiring processes and performance evaluations can help eliminate bias and promote fairness.

Diverse Content Creation: Encouraging the development of diverse and inclusive content that accurately represents different cultures and perspectives.

Any employee who is discovered to have engaged in improper conduct or behaviour towards others may face disciplinary action.

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If an employee feels they have been the victim of any form of discrimination that goes against the organisation's diversity initiatives and policy, they can seek help from a supervisor or an HR representative.

By implementing its diversity strategy, ZDS aims to increase diversity, increase diversity awareness, and show its commitment to being a good corporate citizen. We are dedicated to advancing a more diverse and equal corporate future, and we wish to inspire others to do the same.

Social Policy

Social Responsibility Statement

At Zero Degrees Systems Limited, we are dedicated to upholding the highest standards of social responsibility across all aspects of our business. Our commitment is rooted in the following core principles:

1. **Ethical Business Conduct:** We conduct our business with unwavering honesty, integrity, and transparency, fostering trust and credibility with our stakeholders.
2. **Environmental Stewardship:** We actively work to minimise our environmental impact by implementing sustainable practices and supporting initiatives that promote conservation and eco-friendly solutions.
3. **Community Engagement:** We actively engage with local communities, listening to their needs, and contributing to their well-being through various social initiatives, including education, healthcare, and support for underserved groups.
4. **Diversity and Inclusion:** We celebrate diversity within our organization, promoting an inclusive workplace culture where every individual is valued, respected, and provided with equal opportunities to thrive.
5. **Employee Welfare:** Our employees are our most valuable asset. We prioritize their well-being, ensuring fair labour practices, work-life balance, and continuous opportunities for growth and development.
6. **Supply Chain Responsibility:** We encourage responsible practices throughout our supply chain, ensuring fair labour conditions, sustainable sourcing, and fostering long-term partnerships with suppliers who share our values.
7. **Philanthropy and Volunteering:** Giving back to society is ingrained in our corporate ethos. We actively contribute to charitable causes and empower our employees to engage in meaningful volunteering activities.
8. **Social Impact Initiatives:** We actively initiate and support projects and partnerships that address pressing social issues, striving to create positive change and a lasting impact in the communities we serve.
9. **Continuous Improvement:** We are committed to continuous assessment, learning, and improvement of our social responsibility efforts, evolving with the needs of society and the environment.

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Through these concerted efforts, we aim to make a meaningful and enduring contribution to the betterment of our world and the well-being of all its inhabitants.

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Modern Slavery Policy

Zero Degrees Systems is committed to preventing and eradicating modern slavery in all its forms. We recognize that modern slavery is a grave violation of human rights and a global issue that requires collective action. As a responsible corporate citizen, we are dedicated to ensuring that our operations and supply chains are free from any form of forced labor, human trafficking, or exploitation.

To fulfill this commitment, we have implemented a comprehensive set of policies and procedures that align with international standards and best practices. These include:

- 1. Supplier Code of Conduct:** We have established a robust Supplier Code of Conduct that sets out our expectations regarding labor standards, human rights, and ethical business practices. We require all our suppliers to adhere to these standards and regularly assess their compliance.
- 2. Supply Chain Due Diligence:** We conduct thorough due diligence on our suppliers to identify and assess any potential risks of modern slavery. This includes evaluating their labor practices, conducting site visits, and engaging in dialogue to ensure transparency and accountability.
- 3. Employee Training and Awareness:** We provide regular training and awareness programs to our employees to educate them about the signs of modern slavery and empower them to report any concerns. We have established confidential reporting mechanisms to ensure that employees can raise concerns without fear of retaliation.
- 4. Audits and Monitoring:** We conduct regular audits and monitoring activities to assess compliance with our policies and identify any areas for improvement. We

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collaborate with independent third-party auditors to ensure objectivity and credibility in our assessments.

5. Collaboration and Engagement: We actively engage with industry peers, civil society organizations, and government agencies to share best practices, collaborate on initiatives, and advocate for stronger measures to combat modern slavery.

We are committed to transparency and accountability. Our modern slavery statement is published annually on our website, providing stakeholders with information about our efforts, progress, and challenges in addressing modern slavery. We continuously review and update our statement to reflect our ongoing commitment and the evolving nature of this issue.

At Zero Degrees Systems Limited, we firmly believe that by working together with our suppliers, employees, customers, and other stakeholders, we can make a meaningful impact in eradicating modern slavery. We remain steadfast in our commitment to upholding human rights and ensuring that our business operations are conducted ethically and responsibly.

Anti-Bribery and Corruption Policy

1. Introduction

Zero Degrees Systems (ZDS) is dedicated to conducting business with the highest standards of integrity and ethical behaviour. This Anti-Bribery and Corruption Policy outlines ZDS's commitment to preventing bribery and corruption, ensuring compliance with relevant laws, and maintaining a culture of transparency and accountability.

2. Scope

This policy applies to all employees, contractors, consultants, agents, partners, and representatives of Zero Degrees Systems, regardless of their role or position.

3. Definitions

- Bribery: The offering, giving, receiving, or soliciting of something of value (money, gifts, favours, etc.) with the intent to improperly influence a business decision or gain an unfair advantage.
- Corruption: The abuse of power for personal or corporate gain through dishonest or unethical means.

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- **Facilitation Payments:** Small payments made to expedite routine government actions, often illegal and considered a form of bribery.
- **Third Parties:** Individuals or organisations that ZDS interacts with, including suppliers, contractors, consultants, and agents.

4. Principles

4.1. Compliance with Laws

ZDS is committed to complying with all applicable anti-bribery and anti-corruption laws and regulations in all jurisdictions where it operates. This includes laws such as the UK Bribery Act and the Foreign Corrupt Practices Act (FCPA).

4.2. Zero Tolerance for Bribery and Corruption

ZDS strictly prohibits all forms of bribery and corruption, whether direct, indirect, or through third parties.

4.3. Interactions with Third Parties

When engaging with third parties, ZDS will conduct thorough due diligence to assess their anti-bribery and anti-corruption policies and practices.

4.4. Gifts, Entertainment, and Hospitality

Gifts, entertainment, or hospitality may be offered or received only if they are of nominal value, legal, and consistent with customary business practices. They should never be offered or accepted with the intent of influencing a business decision.

4.5. Political Contributions

ZDS will not make any political contributions or donations with the purpose of obtaining an unfair advantage.

4.6. Facilitation Payments

Facilitation payments are strictly prohibited. ZDS will not make or accept any payments, regardless of size, to expedite routine government actions.

4.7. Reporting Suspected Bribery and Corruption

All employees and stakeholders are encouraged to report any suspected or observed instances of bribery or corruption through the designated reporting channels. Whistleblowers will be protected from retaliation, and reports can be made anonymously.

4.8. Consequences of Non-Compliance

Violation of this policy may lead to disciplinary action, contract termination, legal action, or other appropriate measures.

5. Training and Awareness

ZDS will provide regular training to employees and stakeholders to ensure a clear understanding of this policy and the risks associated with bribery and corruption.

6. Monitoring and Review

ZDS will periodically review and update this policy to ensure its effectiveness and alignment with evolving anti-bribery and anti-corruption laws and best practices.

7. Conclusion

By adhering to this Anti-Bribery and Corruption Policy, Zero Degrees Systems aims to maintain its reputation for ethical behaviour, protect its business interests, and contribute to a global business environment that is free from bribery and corruption.

Date: 7/2/2023

CEO Signature:



Ahmed Dahir