



Corporate Social Responsibility Policy

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1 POLICY BRIEF & PURPOSE

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility to operate our business responsibly and in a sustainable way.

2 SCOPE

This policy applies to Infraco. It may also refer to suppliers, partners and others with whom we do business i.e. we expect them to have a similar policy and procedures within their own organisations.

3 POLICY ELEMENTS

We want to be a responsible business that meets the highest standards of ethics and professionalism.

3.1 LEGALITY

Our company will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent.

3.2 HONEST AND ETHICAL BEHAVIOUR

Infraco is committed to conducting all aspects of its business in an honest, open and ethical manner. We seek to promote a culture of honesty and integrity in all our dealings and will not tolerate acts of fraud, dishonesty, bribery, corruption or the theft of assets or data. We will always conduct business with integrity and respect to human rights.

4 EXAMPLES OF CORPORATE SOCIAL RESPONSIBILITY

Protecting the environment

We adhere to our environmental commitment to achieve Carbon Net Zero in 2024 and to our environmental policies and processes such as [EMS-TEM-01-v1 - EMS Processes](#)

Protecting people

We will ensure that we:

- Adhere to our policies as per our Employee Handbook, such as Anti-Harassment and Bullying, Equality, Diversity and Inclusion Policy, Modern Slavery and Human Trafficking Policies.
- Do not risk the health and safety of our employees and community.
- Avoid harming the lives of local and Indigenous people.
- Support diversity and inclusion.

Human rights

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all applicable legislation. We will ensure that our activities do not directly or indirectly violate human rights.

Proactiveness

Donations and aid

Our company may preserve a budget to make monetary donations. These donations will aim to:

- Advance education and community events.
- Alleviate those in need.

Volunteering

Our company will encourage its employees to volunteer through programs organized internally or externally and to develop new initiatives. Our company may sponsor volunteering events from other organisations.

Preserving the environment

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Using environmentally-friendly technologies
- Finding innovative ways to encourage staff to use alternatives to single use products
- Buying sustainably and ethical products
- Planting Trees in deforested areas on behalf of our staff.

Supporting the community

Our company may initiate and support community investment and educational programs. For example, it supports STEM activities and Enterprise Advisor activities.

Learning

We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.