



Policy

Title: Sustainability

Invicta Rail Ltd is uncompromising in its ongoing approach to sustainable development. Decision making will be lead with environmental commitment at the forefront.

We will go above and beyond the legal requirements endeavouring to reduce the adverse impacts on our stakeholders and demonstrate industry best practice throughout our ventures.

At the core of our Sustainability Policy we have acknowledged and concede with the following principles:

- ✓ Corporate governance
- ✓ Human resources
- ✓ Environmental performance
- ✓ Community involvement
- ✓ Supply-Chain relations

Corporate Governance:

The governance principles of Invicta Rail ensure full transparency of financial and strategic issues by providing appropriate information to all stakeholders, including employees' representatives.

Invicta Rail is committed to respecting, promoting and guaranteeing the principles initiated by the United Nations in the areas of human rights, labour standards, environment and anti-corruption.

The underlying principles of our corporate vision and values are the drivers of our policy and strategy. While delegating to our employees a good degree of autonomy, we expect in return transparency, loyalty and commitment to these principles. Our managers act as role models.

Human Resources:

Our greatest assets are the men and women we employ. They work as a team, towards the same goal. Our Company trains, listens to and communicates with its employees, and makes a point of recognising the contribution of each of them. Thus, protecting the people in our teams is our over-riding concern. Our Health and Safety Policy is embedded into the culture of our company and serves as a means of progress.

We do not believe accidents are inevitable. We take every possible step to make our sites safe places of work, which fosters high quality work. It also serves as an essential factor in contributing to the happiness of our personnel and ensuring high levels of customer satisfaction.

We will engage with our community so as to make a positive contribution to their environment and quality of life.

Training, competencies development and career opportunities are essential tools in capitalising on our skills base and to further satisfy the needs required by our activities, as well as promoting the implementation of our policies with the aim to develop a competent and motivated workforce. We strive for a high-class standard in working conditions, focussing at all times on safe delivery.

Our Equal Opportunities Policy aims to develop the diversity within the company which, by the range and nature of our activities is considered an opportunity and not a constraint.

Environmental Performance:

As a company we are vigilant in our respect for the environment and our responsibility in reducing the impact of our activities.

Our proactive approach in environmental management focuses on advancing the following objectives:

- ✓ Integrate our projects into the local environment at the earliest opportunity



- ✓ Protect natural sites, protected species and their natural habitats; protect the wildlife, flora and fauna wherever our worksites are established
- ✓ Reduce the impact by actively preventing pollution occurrences, minimising pollution, emissions and waste from all our operations
- ✓ Improve the wellbeing of all by limiting nuisance caused by the works
- ✓ Comply with legal, regulatory and contractual requirements, specific to each project and to the country in which it is established
- ✓ Maximizing on our energy resources through recycling and efficient modes of operation

Community Involvement:

Business wide we care for the people living near our sites by listening and working with all stakeholders. We will be recognised as a good neighbour and a good employer demonstrating this as follows:

- ✓ Engaging actively with our community
- ✓ Giving clear information to local residents and project users
- ✓ Mitigating inconveniences through specific site installations and work programmes
- ✓ By constantly promoting our core values as they reflect our ethical values and vision for a transparent approach to our works delivery.
- ✓ We will ensure the compliance with legislation and best practice measuring and continually improving across all our activities.
- ✓ We will work together with our Suppliers and Partners in delivering sustainability and value for money

Our economic goals tie in with our responsible approach to our customers, our employees and our community at large.

Supply-Chain Relations:

Our aim is to develop established relationships with key suppliers. The commitment of our supply chain is required to enable us to ensure continuity in our sustainability approach at all levels.

The success of this policy depends on everyone's commitment. I ask each employee of Invicta Rail to actively support our sustainability approach and play an active part in the success of its development and implementation.

Signed:

A handwritten signature in blue ink, appearing to be 'J. Q.' or similar, written over a faint horizontal line.

Position: Director

Dated: 01/04/2024