

LATUS GROUP SUSTAINABILITY POLICY STATEMENT

Introduction

The Latus Group's mission is to *"change the way the world heals"*.

We are committed to developing our organisation and business activities in a way which is congruent with reducing harm done to, protecting from deterioration and improving as far as possible, the environment of the world around us. This statement summarises at a high level our intentions and beliefs as a Group and the priorities we will make towards sustainable activities.

Our commitments

Our intention to operate sustainably is a long term goal which will be achieved by different actions, goals and plans, all of which will change over time as the business evolves and as the social, physical, technological and legal environments in which we operate change.

We intend to transform our operations to be fully sustainable and to ensure minimal environmental impact. This will be achieved through a variety of measures, including transitioning to electric vehicles, adoption and development of technology and implementing waste reduction strategies.

We will engage with and adopt Science Based Targets (SBTs) to help drive our sustainability efforts.

Principles

We will follow the below principles to guide us on our journey to sustainable operations:

- Energy efficiency – conserve energy where possible & use of renewable energy sources
- Waste reduction – minimise waste produced and promote recycling and responsible waste disposal
- Resource management – aim for optimal use of resources and promote the concept of 'reduce, re-use, recycle'
- Sustainable procurement – source products and supplies that meet high environmental standards and use this as a factor in the selection process
- Climate change mitigation – reduce our green house gas and carbon emissions

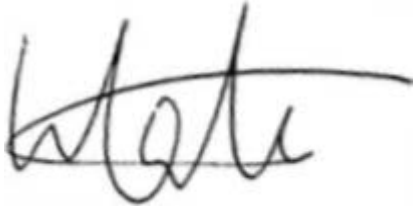
Awareness and Engagement

We will engage our colleagues through internal communications, training, policies and procedures and feedback forums.

We will engage customers and suppliers before and during onboarding to explain our goals and to encourage and promote them to make positive change too.

We are keen to form partnerships with other organisations to further our sustainability goals, and we actively participate in industry and community initiatives.

This statement covers 1 August 2023 to 31 July 2024 and has been approved at a meeting of the board of directors.



[Signature]

[Date] 1/8/2023