

### **Policy objectives**

Our Corporate Social Responsibility and Sustainability Policy (CSR) has the objective to create and promote behaviour that generates value to all interest parties (stakeholders, clients, employees, suppliers, environment and shareholders) in the context of a socially responsible culture that is reflected in the development of sustainable Geotechnical and Environmental Services.

### **Principles and commitments with interest parties**

The base of the Corporate Social Responsibility and Sustainability Policy is the continuous communication and transparency with the interest parties.

Through dialogue and continuous improvement projects, Alliance Geotechnical plan to establish stable relationships and active listening mechanisms, identifying the most relevant subjects, which can constitute a greater value for the Company.

To meet these principles, Alliance Geotechnical has put into effect the following commitments:

#### **Clients**

Place clients in the centre of our activities with the objective of establishing lasting relationships of trust, as well as developing sustainable and innovative products to meet the needs of our ever-changing environment.

Implement responsible and transparent communication to facilitate a better knowledge and understanding of our products and services.

Promote the development of products and services that protect the environment and are as sustainable as possible.

#### **Employees**

Respect our employees and comply with International Labour Organization Conventions and other international standards, particularly focusing on complying with Human Rights principles established by the United Nations Office of the High Commissioner.

Promote equal opportunity, respect diversity and ban discrimination based on gender, age, disability, or any other circumstance. Support inclusive leadership from management.

Obtain commitment and loyalty from the employees in Alliance Geotechnical. Support employee training and education, promote continuous improvement work groups, provide mechanisms for open communication, and provide a work environment that stimulates employees emotionally and materially. All employees to reach their full capacity and maximum level of self-demand.

Take measures to guarantee employees and workers safety and health, through Alliance Geotechnical established and accredited Work Health and Safety Management System.

Ensure compliance with the wage agreements, especially with respect to salaries, work hours and overtime.

#### **Suppliers**

Ensure compliance with work legislation in countries where the product is manufactured, as well as with International Labour Organization Conventions and other international standards, particularly focusing on complying with Human Rights principles established by the United Nations Office of the High Commissioner.

Considering both social and environmental criteria when purchasing products and/or services which contribute to the creation of a socially responsible supply and value chain. Wherever possible, Alliance Geotechnical will purchase products or services from registered Social Enterprises.

Provide complete and transparent information related to procurement processes with respect to complying with human and labour rights in the supply chain, the Modern Slavery Act 2018, as well as stimulating the demand of socially responsible products and services.

Systematically promoting communication with suppliers to generate open innovation, development and improvement of Alliance Geotechnical products, services, and processes.

Applying technological advances proposed by suppliers to create a productive work environment that is sustainable and respectful with the surrounding environment.

### **Environment**

Promote and respect human rights according to international references.

Promote practices boosting quality, competitiveness, sustainable development, and responsible communication. Alliance Geotechnical will participate and collaborate with industry organisations and forums to ensure this objective.

Define and apply an environmental system by creating an objective based Environmental Policy to reduce and minimize our environmental impact by sourcing more eco-friendly products.

Comply with applicable environmental legislation and work actively to reduce our environmental impacts, as identified in our accredited Environmental Management System.

### **Shareholders**

Alliance Geotechnical operates according to its shareholder's interests, maximizing the company's value through:

- ensuring a transparent and sustainable business by supplying knowledge of all necessary aspects for the adequate assurance of the shareholder's rights.
- adequately complying with its legal and fiscal obligations, avoiding all practices that compose an illicit evasion of taxes or damage to public interest. Alliance Geotechnical therefore has implemented a fiscal strategy in accordance with the principles of integrity, transparency, and prudence.

### **Communication of the Corporate Social Responsibility practices**

Transparency and communication are some of Alliance Geotechnical main pillars, which is why Alliance Geotechnical maintains a close relationship with its interest parties (*as defined in our Integrated Management System*). Furthermore, the Alliance Geotechnical website and IMS serves as a support mechanism to consult on the CSR and advise of any recent updates.

### **Supervision and Follow-up**

To ensure compliance with its CSR policy, Alliance Geotechnical has an Ethics Committee that guarantees the principles and norms of conduct.

The Ethics Committee is comprised of the CEO, CFO, HR Manager and the WHSEQ Advisor.

This committee will ensure that the CSR strategies and practices are followed and evaluated.



Thomas Dale  
Managing Director