

## Environment, Social, and Governance Policy

Veranda Learning Solutions Limited (VLS) is committed to operating in a socially responsible and sustainable manner. As a leading end-to-end solutions provider in the Education sector, we recognize the importance of integrating environmental, social, and governance (ESG) considerations into our business operations. This policy outlines our commitment to promoting environmental sustainability, safeguarding human rights, ensuring health and safety, and upholding principles of good governance across our organization. To fulfil this commitment, we will:

### Environmental Stewardship

- Adhere to all pertinent environmental laws, regulations, and standards.
- We are committed to reducing our energy consumption and promoting energy efficiency in all our operations by implementing measures such as using LED lighting as well as motion sensors in our offices, study centre and student housing, energy-efficient appliances, optimizing heating and cooling systems, and adopting renewable energy sources where feasible.
- We aim to minimize waste generation and promote recycling and responsible disposal practices by reducing single-use plastics, encouraging recycling programs, and partnering with waste management services that prioritize environmental sustainability.
- Promote the adoption of sustainable transportation options among our workforce and student body, including but not limited to walking, cycling, and public transit, while supporting endeavours aimed at reducing carbon emissions linked with transportation, such as transitioning a portion of our business fleets to electric vehicles.
- We strive to conserve natural resources by minimizing water usage, optimizing printing practices, and sourcing materials from sustainable suppliers whenever possible.
- Regularly assess and monitor our environmental performance, setting targets for continuous improvement.

### Health, Safety, and Well-being

- Uphold a work culture that ensures the holistic health and equitable treatment of all individuals by furnishing resources for physical health and mental well-being to our employees and advocating for a harmonious work-life balance.
- Cultivate cultural awareness and actively engage our student community in sustainable practices while offering an array of resources pertaining to safety, well-being, and sustainability throughout their educational journey.
- Participate earnestly in social initiatives to galvanize our staff, students, and other stakeholders to contribute meaningfully to the betterment of society and the environment.
- Conduct regular risk assessments and implement appropriate controls to mitigate workplace hazards.
- Respond promptly and effectively to incidents or emergencies, prioritizing the well-being of individuals and the environment.

### **Labor Rights and Ethical Practices**

- Stringently prohibit all forms of discrimination and ensure equal opportunities for all, irrespective of race, gender, religion, age, disability, sexual orientation, or any other protected characteristic.
- Respect and facilitate freedom of association and collective bargaining, fostering an environment conducive to open dialogue between management and employees.
- Ensure the provision of fair and competitive compensation, including wages and benefits, in strict adherence to industry standards and local regulations.
- Denounce unequivocally forced labour, child labour, and any semblance of exploitation or abuse within our premises or supply chain, undertaking regular assessments and implementing corrective measures where necessary.

### **Gender Violence and Sexual Harassment Prevention**

- Implement robust policies and procedures to prevent and address incidents of gender-based violence and sexual harassment, fostering an environment where all individuals feel safe, respected, and empowered.

### **Governance**

- Transparently report our ESG performance to stakeholders through regular disclosures and reports, adhering meticulously to industry standards and best practices.
- Establish clear lines of accountability and responsibility throughout the organization, with oversight from an independent board of directors

This ESG Policy shall be communicated to all employees, contractors, suppliers, and other relevant stakeholders, and will be made publicly available on the Company's website. The Board of Directors and senior management shall be responsible for overseeing the implementation of this policy and regularly reviewing its effectiveness. Progress towards the goals outlined in this policy will be monitored, measured, and reported on an ongoing basis, with periodic updates provided to stakeholders.