



SUSTAINABILITY & ENVIRONMENT POLICY

Axis 1: PRESERVE THE ENVIRONMENT.

The company is determined through its daily operations to have big impact on the **preservation of the environment**. Through our activities, we identify the needs and expectations of all interested parties in the entire life cycle of our services by monitoring and controlling the impact of environmental aspects, laws and regulations that are within our field of action. We continuously raise awareness of the importance of environmental protection through employee education, creation of annual environment objectives and participation in events aimed at improving the environment.

Axis 2: FIGHT AGAINST ALL FORMS OF HARASSMENT, DISCRIMINATION AND SEXIST BEHAVIOR

Here is a non-exhaustive list of provisions that can be considered in connection with this axis:

- Train and sensitize managers to NON-DISCRIMINATION.
- Promote gender diversity and professional equality.
- Encourage external initiatives to promote engineering professions among young girls.
- Raise employees' awareness of the topic of "SEXIST BEHAVIOR".
- Appoint a HARASSMENT referent within the employee representative bodies.
- Implement an alert process on subjects relating to HARASSMENT, DISCRIMINATION or SEXIST BEHAVIOR (alert@advans-group.com).

Axis 3: FIGHT AGAINST CORRUPTION AND PROMOTE BUSINESS ETHICS

Here is a non-exhaustive list of provisions that can be considered in connection with this axis:

- Train and sensitize managers to BUSINESS ETHICS and NON-CORRUPTION.
- Implement an alert process on matters relating to CORRUPTION and BUSINESS ETHICS (alert@advans-group.com).
- Set up and maintain a responsible PURCHASING approach with regard to issues relating to ethics, corruption or human rights in general.

Radomir JOVANOVIĆ

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