



GROUP HOLDINGS (PTY) LIMITED

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## Environmental, Social and Governance (ESG) Statement

At Acorn Group, we are committed to fostering sustainability, responsibility, and ethical practices in every facet of our operations. As a medium-sized company manufacturing consumer products, we recognise the potential impact our actions can have on the environment, society, and our stakeholders. Guided by our core values, we strive to integrate Environmental, Social, and Governance considerations into our business strategy and daily practices.

### Environmental Responsibility:

**Resource Efficiency:** We are dedicated to minimising our environmental footprint by optimising resource utilisation across all stages of production. Through efficient processes and innovative technologies, we aim to reduce energy consumption, water usage and waste generation.

**Sustainable Sourcing:** We are committed to sourcing raw materials from suppliers who share our commitment to environmental stewardship and ethical practices. We prioritise sustainable and responsibly sourced materials to minimise adverse impacts on ecosystems and communities.

**Climate Action:** Recognising the reality of climate change, we are actively working to mitigate our greenhouse gas emissions. We are committed to setting and achieving ambitious targets to reduce our carbon footprint and transition towards renewable energy sources.

### Social Responsibility:

**Employee Well-being:** Our employees are at the heart of our success, and their health, safety and well-being are paramount. We provide a safe and inclusive work environment where diversity is celebrated and everyone is treated with dignity and respect.

**Community Engagement:** We believe in giving back to the communities where we operate. Through philanthropic initiatives, volunteerism, and partnerships with local organisations, we aim to make a positive impact and contribute to the well-being of society.

**Labour Practices:** We uphold fair labour practices and adhere to all relevant laws and regulations governing employment. We are committed to providing fair wages, opportunities for professional development, and a supportive work culture that fosters growth and advancement.

### Governance Excellence:

**Ethical Business Conduct:** Integrity, transparency, and accountability are the cornerstones of our business practices. We conduct ourselves ethically in all interactions with stakeholders, ensuring honesty, fairness and compliance with laws and regulations.

**Board Diversity and Independence:** We believe in the importance of diverse perspectives at the decision-making table. Our board of directors comprises individuals from varied backgrounds and experiences, fostering robust discussions and informed decision-making.

**Stakeholder Engagement:** We value the input and feedback of our stakeholders and actively engage with them to understand their needs, concerns and expectations. By maintaining open lines of communication, we strive to build trust and foster long-term relationships based on mutual respect and collaboration.

At Acorn Group, we view ESG not only as a moral imperative but also as a strategic opportunity to drive long-term value creation and sustainable growth. We are committed to continuously improving our ESG performance, holding ourselves accountable and contributing to a more sustainable and equitable future for generations to come.