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## **Starion Group Environmental, Social and Governance Policy**

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## 1 Introduction

Adherence to Environmental, Social and Governance (ESG) regulations is essential to Starion Group's business success. Driven by our vision to support societal resilience with trusted and secure engineering innovation, we are committed to providing initiatives that give our customers sustainable added value. We strive to build sustainable, equal and diverse communities through our business practices and ESG performance.

We understand that our employees, clients, investors, partners and regulators expect ESG to be fundamental to our policies, procedures and practices. This Environmental, Social and Governance Policy outlines Starion's Group-wide approach to integrating ESG across our business. Each country Starion operates in may choose to maintain their own ESG policies that are aligned to this Environmental, Social and Governance Policy but reflect specific factors applicable to their own location.

## 2 Policy

### 2.1 Environmental

We are committed to driving down our energy and carbon impacts by developing innovative sustainable initiatives for ourselves and our clients.

When designing systems and solutions for clients, we encourage examination of their impact on the environment and we aim to create solutions to build resilience against any negative impact.

We seek to comply with environmental legislation, minimise our own impact on the environment and work towards energy targets in the context of The Paris Agreement.

### 2.2 Social

Starion is a socially responsible company, prioritising equality, diversity and inclusion. We are committed to provide a working environment in which diversity is valued and differences are celebrated.

Our guiding principle is that equity, inclusion and respect for diversity must be maintained between colleagues, customers, partners and suppliers at all times. By celebrating diversity, we can distinguish ourselves from our competitors and maintain the highest standards of service delivery, as demonstrated by our excellent reputation around the world.

We promote equality and fairness in the workplace, including a commitment to adhere to the European Union (EU) Pay Transparency Directive.

### 2.3 Governance

We seek to balance the interests of Starion's stakeholders, clients, partners and staff. Adherence to high standards of corporate governance is paramount, maintained through exemplary stewardship and accountability across the Board and Management Teams.

We are committed to high ethical standards, promoting a culture of empowerment and integrity. We promote robust transparency, risk management and oversight across all levels of our Group in order to ensure the long-term preservation of our reputation and value of our business.

## 2.4 Application

Starion is currently evaluating its environmental, social and corporate governance positioning. This comprehensive assessment aims to identify key pillars and analyse Starion's internal and external international business landscape concerning ESG factors.