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ENVIRONMENTAL SUSTAINABILITY POLICY

Sustainability Policy for Movex Company

Introduction

At Movex, we are committed to operating our business in a sustainable manner that minimizes environmental impact, promotes social responsibility, and ensures economic viability. As a logistics and forwarding company with Headquarters in Poland and twin company in London, United Kingdom, we recognize our responsibility to contribute positively to the communities we serve and the planet we inhabit. Therefore, we pledge to uphold the following sustainability principles.

The purpose of this Environmental Policy is to:

- 1) Identify, manage, monitor and reduce Movex activities that create negative environmental impacts
- 2) Reduce the consumption of energy, water, and raw materials
- 3) Help to provide a better environment for future generations
- 4) Affirm the Movex's commitment to Environmental Sustainability to employees, business partners, and suppliers
- 5) Embed Environmental Sustainability principles in the development of future estate strategy and plans

We believe and act accordingly the principle „big changes begin with little things we do every day”:

- 1) Eliminate - avoid producing waste in the first place
- 2) Reduce - minimise the amount of waste you do produce
- 3) Re-Use - use items as many times as possible
- 4) Recycle - recycle what you can only after you have re-used it
- 5) Dispose - dispose of what's left in a responsible way

Environmental Stewardship:

We will strive to minimize our carbon footprint by optimizing our transportation routes, investing in fuel-efficient vehicles, and promoting the use of eco-friendly packaging materials.

We will comply with all relevant environmental regulations and seek opportunities to go above and beyond legal requirements in our environmental management practices.

We will continually assess and improve our operations to reduce waste generation and promote resource conservation throughout our supply chain.

Social Responsibility:

We are committed to fostering a safe, inclusive, and diverse workplace where all employees are treated with dignity and respect.

We will prioritize the health and well-being of our employees by providing access to training, resources, and support for maintaining a healthy work-life balance.

We will engage with local communities to understand their needs and concerns, and actively seek ways to contribute positively through volunteerism, charitable donations, and community development initiatives.

Ethical Business Practices:

We will conduct our business with integrity and transparency, adhering to the highest ethical standards in all of our interactions with customers, suppliers, and partners.

We will uphold human rights throughout our operations and supply chain, ensuring that our business practices do not contribute to or tolerate any form of forced labor, child labor, or exploitation.

We will promote fair and equitable trade practices, seeking to establish mutually beneficial relationships with our suppliers and customers based on trust, fairness, and accountability.

Continuous Improvement:

We will regularly monitor and evaluate our sustainability performance, setting targets and benchmarks for improvement across all aspects of our operations.

We will invest in research and development to identify innovative solutions and technologies that enable us to operate more sustainably and efficiently.

We will communicate openly and transparently with our stakeholders about our sustainability initiatives, progress, and challenges, soliciting feedback and collaboration to drive continuous improvement.

By adhering to these principles, Movex aims to be a leader in sustainable logistics and forwarding services, contributing to a cleaner, healthier, and more prosperous future for generations to come.

Movex Company Management

Two handwritten signatures in black ink. The top signature is written over the text 'Krzysztof Kominiak' and the bottom signature is written over the text 'Krzysztof Kominiak'.

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