

Corporate Social Responsibility Statement

The scope of this policy statement extends to all Group activities. It covers all Group sites and offices, in the Isle of Man, Brazil, Malaysia and Singapore, as well as all its subsidiaries, which include:

- Valeberg Ltd
- Valeberg Capital Ltd
- Valeberg Commodities Ltd
- Valeberg Ecosolutions Ltd
- Valeberg Engineering Ltd
- Valeberg Property Management Ltd
- Valeberg Telecom Ltd

Valeberg Group is aware of the impact of its activities on the lives of others and the places in which it operates and is therefore committed to being a responsible business that delivers a positive social, economic, and environmental impact. As a family-owned business, relationship building is at the heart of our culture and values, which guide our approach to operating as a corporate citizen and a responsible company. We understand that our actions determine the quality and delivery of our relationships.

To ensure we act responsibly as a business, we have developed a Corporate Social Responsibility (CSR) Strategy that incorporates the principles of Environmental, Social, and Governance (ESG). Our 'People, Places, Planet' approach underscores our dedication to fundamental principles, including human rights, environmental protection, fair and ethical business practices, and community engagement.

People

As a Company, we design and implement policies and processes that allow for a fair and collaborative working environment. Therefore, we value the principles of human rights, equal opportunity, and the right to a living wage. We recognise the importance of attracting and recruiting the best talent, regardless of their background, and believe that a diverse workforce only enhances our strength. Our people are individuals with unique aspirations, work styles and employment needs. We endeavour to maintain a working environment that promotes respect, eliminates discrimination, encourages cooperation, and provides all our people with the opportunities needed to reach their full potential. Our people are our most important asset, and their physical and mental well-being is of primary concern.

We recognise the special and significant risks associated with the built environment and our responsibility for the health and safety of our employees, both physically and mentally, and others who may be affected by our work. Safety is the primary consideration in everything we do at Valeberg Group, and we will always ensure that physical and mental health is never knowingly compromised for reasons of expediency or material gain.

Our cooperative and collaborative approach is also evident in how we interact with our clients and suppliers, where we conduct our relationships openly and honestly to foster long-term partnerships. Our supply chain members are an integral part of our family business and make a significant contribution to our reputation for quality. We ethically work with our suppliers to minimise the impact of our joint activities and only partner with those who meet our high standards.

Places

As a responsible corporate citizen, Valeberg Group recognises its responsibility to the broader communities in which it operates and seeks to add value to those places. We actively review ways the company can play a positive role in supporting community initiatives, paying particular attention to local and disadvantaged groups.

We volunteer in the local community, support school and employment events, and donate time and money to various charities, many of which we have long-standing relationships with. We also encourage our people to support charitable initiatives through joint enterprise. By doing so, we can deliver positive economic and non-economic impact.

Planet

Valeberg Group values the natural environment and recognises its responsibility to monitor and reduce the potential environmental impact of its activities. As a company, we are committed to setting and achieving our carbon footprint reduction goals and reducing waste, pollution, and resource consumption. Conserving energy, sourcing materials from sustainable sources, reducing deliveries and setting targets for transferring our fleet to electric vehicles are also part of our annually reviewed strategy. We actively seek out and encourage the use of the latest environmentally friendly technologies and innovations, such as off-site manufacturing and modern operating methods, to reduce our environmental impact further. As a service provider, we also collaborate with our clients and suppliers to deliver sustainable solutions that benefit all parties, most importantly, the planet.

Valeberg's Management Board approved this statement on behalf of the Group.

Darren J Harris

Founder / Managing Director

For and on behalf of the Valeberg Group of Companies

1st August 2025