

# ESG (ENVIRONMENTAL, SOCIAL, AND GOVERNANCE) REPORT 2022

## Introduction

**Garant Group** is committed to responsible business practices and sustainability. This report provides an overview of our performance in the areas of environmental, social, and governance (ESG) and our compliance with relevant laws, regulations, and standards.

## Environmental Performance

We are committed to reducing our environmental impact and have implemented a number of initiatives to achieve this goal. These include:

Reducing our greenhouse gas emissions by 10% by 2025 through the use of renewable energy and energy-efficient technologies.

Implementing a waste reduction program that has resulted in a 5% reduction in waste sent to landfill.

Implementing a sustainable procurement policy that prioritizes suppliers with strong environmental credentials.

## Social Performance

We are committed to creating a workplace that is safe, diverse, and inclusive. These initiatives include:

Offering competitive compensation and benefits packages, including health insurance and retirement plans.

Providing opportunities for employee training and development to support career growth and professional development.

Promoting diversity and inclusion through our recruitment and retention policies and our support of employee resource groups.

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### **Governance Performance**

We are committed to maintaining strong corporate governance practices and transparency in our business operations. These initiatives include:

Maintaining a diverse and independent board of directors that provides oversight and guidance on strategic decision-making.

Establishing clear and transparent policies and procedures for ethical conduct and compliance with legal and regulatory requirements.

Ensuring that we have effective risk management practices in place to identify and mitigate potential risks to our business.

### **Conclusion**

In conclusion, we are committed to ESG performance and responsible business practices. We believe that our strong performance in environmental, social, and governance areas is essential to creating long-term value for our stakeholders. We will continue to focus on reducing our environmental impact, promoting social responsibility, maintaining strong corporate governance practices, and complying with relevant laws, regulations, and standards.