

SUSTAINABILITY AND COMPLIANCE REPORT 2022

Introduction

Garant Group is committed to sustainability and compliance in all aspects of our business. This report provides an overview of our environmental, social, and economic performance, as well as our compliance with relevant laws, regulations, and standards.

Environmental Performance

In the past year, we have made significant progress in reducing our environmental impact. We have implemented a number of initiatives to reduce our energy consumption, including the installation of energy-efficient lighting and HVAC systems. We have also implemented a waste reduction program, which has resulted in a 5% reduction in waste sent to landfill.

Social Performance

We are committed to creating a workplace that is safe, diverse, and inclusive. We have implemented a number of programs to promote employee health and wellness, including an employee assistance program and a wellness program that includes fitness classes and healthy eating initiatives. We also promote diversity and inclusion through our recruitment and retention policies and our support of employee resource groups.

Economic Performance

We are committed to creating long-term value for our stakeholders. In the past year, we have achieved strong financial results, with revenue growth of 20% and

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February 2023

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a net profit margin of 8%. We have also made significant investments in research and development to drive innovation and support future growth.

Compliance Performance

We take our legal and regulatory obligations seriously and are committed to complying with all applicable laws, regulations, and standards. In the past year, we have achieved a 98% compliance rate with our environmental permits and a 99% compliance rate with our occupational health and safety regulations. We have also implemented a compliance training program for all employees to ensure that they are aware of their legal and ethical obligations.

Conclusion

In conclusion, we are proud of our sustainability and compliance performance over the past year. We will continue to focus on reducing our environmental impact, promoting social responsibility, creating long-term value for our stakeholders, and complying with relevant laws, regulations, and standards.

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