



POLICY ON ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) SUSTAINABILITY

01. Introduction

We, People's Leasing & Finance PLC (PLC), being a responsible and inclusive financial services provider, understand our true corporate responsibility towards fulfilling national priorities for the nation's sustainable growth. To achieve this goal, we understand the importance of integrating Environmental, Social, and Governance (ESG) principles to our overall corporate strategy, decision-making processes, risk assessment procedures, and corporate reporting, while simultaneous adherence to regulatory requirements.

As a responsible corporate citizen and on our long-term sustainable existence, we pledge fostering sustainable financial solutions to our customer base via our island-wide branch network and digital channels, strengthening stakeholder capacity building on ESG-compliant investment and financial literacy.

By adopting this ESG policy, PLC aims to contribute positively towards enhancing and risk mitigation of environment, society, governance aspects while enhancing long-term value to all our stakeholders.

02. Environment Responsibility

We commit to mitigate our direct environmental impact by emphasizing the importance of sustainable resource optimization as part of our commitment to safeguarding the nation's biodiversity and fragile ecosystems.

Apart from that, as an ethical financial service provider, we are conscious of environmental risks linked to our lending portfolio and seek to minimize the indirect environmental impact of our business operations by boosting the awareness of ESG fluency of our employees and vital stakeholders as a whole and promoting environmental friendly financial solutions among our clients.

03. Social Responsibility

In tandem with our tailored financial solutions and services, we strive to assist our stakeholders be socially responsible in all their activity by creating awareness and knowledge sharing.

We value and promote respecting of human rights, urging fairness, inclusivity and acknowledging diversity among our employees. We admire the diversity of our employees and make year-round investments in their skill and capacity-building to support work-life balance and ensure career advancement.

We also adhere to responsible sourcing practices by ensuring that our supply chain complies with fair labor standards & protect human rights and screen environmental & social risks related to products & services that they supply through a comprehensive supply screening processes.

Further we support green & socially inclusive projects that empower local communities, conservation of nature and enhancing entrepreneurship skills & financial literacy through our strategic outreach initiatives.

04. Good Corporate Governance

We adhere to high standards of governance including corporate governance to safeguard the interests of stakeholders.

In sustaining with our commitment to the integrity transparency and accountability as part of an ethical, inclusive, and sustainable business, we voluntarily adhere to all applicable laws and regulations along with our compliance obligations with regards to environmental, social, and governance concerns.

05. Reporting and Transparency

As a mode of communicating to our stakeholders on company's financial and non-financial performance, we voluntarily adhere to internationally recognized sustainability reporting disclosures and frameworks (currently our sustainability reporting based on Global Reporting Initiative (GRI)). The information is also made accessible to public via our corporate website and Annual Report.

Further we are also committed to supporting the UN Sustainable Development Goals (SDG) through our journey towards ESG towards a sustainable future.

06. Review of the Policy

The ESG policy will be reviewed periodically or as and when operating conditions demand in order to protect its effectiveness and relevance to our business.