



Incora's Environmental, Social and Governance Policy

Incora is committed to conducting its business in a manner that aligns with sustainable development goals and the principles of environmental stewardship, social responsibility, and good governance. In short, Incora will act on climate change, continually invest in our employee talent, create a diverse and inclusive work environment and support digital inclusion in our employee communities. We also intend to establish a diverse and accountable governance structure and maintain high ethical standards by ensuring that our supply chains meet our high standards.

Environmental Sustainability

Incora will strive to minimize our environmental impact by integrating sustainable practices into our operations, including resource conservation, waste reduction, and pollution prevention. Incora will set targets for reducing greenhouse gas emissions, energy consumption, and water usage, and regularly monitor our progress.

Incora will promote the use of environmentally friendly materials, energy-efficient technologies, and sustainable procurement practices throughout our supply chain.

Incora will comply with relevant environmental laws and regulations and seek opportunities to go beyond compliance.

Social Responsibility

Incora is committed to maintaining a safe and inclusive work environment that respects the rights and dignity of all employees. Discrimination, harassment, and any form of unethical treatment will not be tolerated.

Incora will promote diversity and inclusion within our workforce, ensuring equal opportunities for all individuals regardless of their race, gender, age, disability, religion, or sexual orientation.

Incora will prioritize the health, safety, and wellbeing of our employees, providing appropriate training, resources, and support to mitigate occupational risks.

Incora will engage with local communities, supporting their development, and contributing to social initiatives that enhance education, healthcare, and overall wellbeing.

Governance and Ethics

Incora will maintain high standards of corporate governance, ensuring transparency, accountability, and integrity in our decision-making processes.

Incora will establish and enforce ethical business practices, including anti-corruption measures, fair competition, and responsible supply chain management.

Incora will foster a culture of compliance with all applicable laws, regulations, and industry standards, and establish effective mechanisms for reporting and addressing potential violations.

Incora will maintain an independent and diverse board of directors, with a commitment to effective oversight, risk management, and long-term sustainable growth.

Continuous Improvement

Incora will regularly assess and monitor our ESG performance, revise practices if and when appropriate, and report transparently on our progress to stakeholders.

Incora will encourage innovation and collaboration to identify and implement best practices that advance our ESG objectives.

Incora will engage with stakeholders, including customers, suppliers, employees, investors, and communities, to understand their expectations and concerns and incorporate their feedback into our ESG initiatives.

Incora will review and update our ESG policy periodically to ensure its relevance and effectiveness. By adhering to this ESG policy, Incora aims to create long-term value, contribute to sustainable development, and positively impact the environment, society, our industry and economy.