

ALTRON | আল্ট্রন



*Environmental,
Social and Governance*

January 2025 Report



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Environmental, Social and Governance (ESG) refers to a set of criteria that investors, stakeholders and companies use to evaluate a company's **impact on society and the environment**, as well as its **overall governance practices**.

ESG considerations encompass a wide range of factors, including **environmental sustainability, social responsibility**, and **strong governance practices**.



Executive Summary

This Environmental, Social, and Governance (ESG) Report presents an overview of Altron Arrow’s ESG initiatives, performance, and future commitments. As a responsible corporate entity, we understand the critical role of sustainable business practices in contributing to the global goals of climate action, social equity, and ethical governance. Our goal is to transparently share our efforts in these areas, outline the impact we’ve made, and identify opportunities for further improvement.

Throughout this report, we highlight the progress we’ve made in minimising our environmental footprint, promoting social responsibility, and strengthening our governance practices. We are committed to creating long-term value for our stakeholders, employees, customers, investors, and the communities we serve.



Introduction

At Altron Arrow, our vision extends beyond financial performance, we aim to drive positive change in the environment and society while maintaining the highest standards of governance. As part of our commitment to ESG principles, we have developed this report to communicate our strategies, actions, and performance metrics with transparency.





MD's *Perspective*

At Altron Arrow, our commitment to Environmental, Social, and Governance (ESG) principles is at the core of our operations. We believe that sustainable business practices are essential for long-term success and for making a positive impact on society and the environment. We come to work every day with a purpose of 'transforming today into a simpler, safer and smarter tomorrow'. We are committed to changing lives and making this country great. We challenge ourselves to stay at the forefront of the technology evolution as technology evolves rapidly. It is with this mindset that we commit to meeting our stakeholder expectations. Transforming, looking forward and being customer obsessed are just some of the values we bring to the business.

Environmental Commitment

We are dedicated to reducing our environmental footprint through various initiatives which are included in this report. Our commitment to using renewable energy will continue.

Social Responsibility

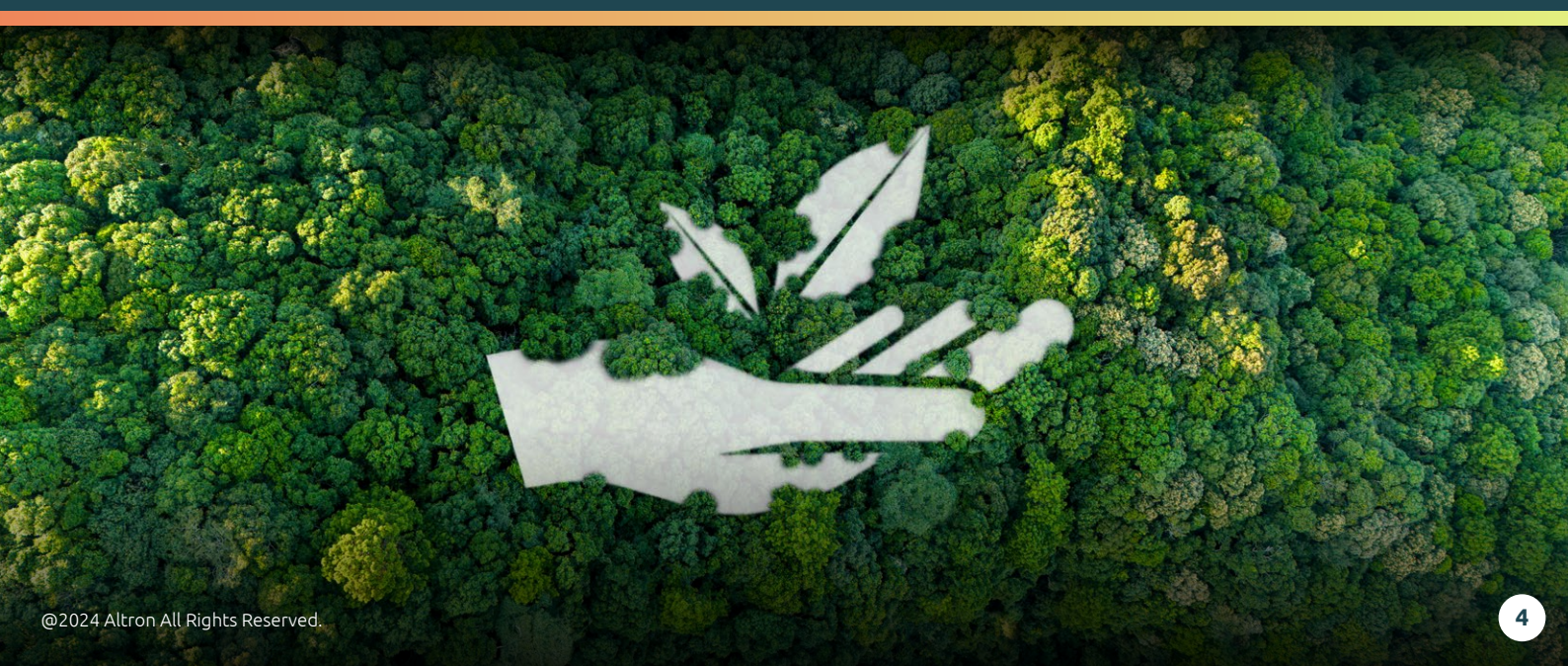
Our employees are our greatest asset, and their well-being is integral to our success. We focus on fostering a holistic approach to employee wellness which include various initiatives and programs. These efforts ensure that our team members can thrive both personally and professionally, contributing to a vibrant and dynamic workplace.

Governance Practices

Strong governance practices are and have always been fundamental to our operations. We adhere to ethical practices and responsible governance in all our business dealings. Our ESG report underscores our commitment to these principles.

In conclusion, we are proud of the progress we have made in our ESG journey and remain committed to continuous improvement. Our talented, multicultural employees play a crucial role in delivering innovative solutions to our customers while upholding our company values.

Thank you for your continued support.





Environment *Commitment*

Altron Arrow is committed to reducing its environmental footprint through a series of sustainability initiatives, these include minimising waste, conserving natural resources and promoting renewable energy sources.

Environmental Impact:

We have made significant strides in reducing our environmental footprint. Our energy consumption initiatives, including the implementation of energy-efficient systems, have resulted in a 43% cost reduction in overall energy use. Additionally, our waste management initiatives have successfully diverted 17 244kg of our waste from landfills through recycling.



Social commitment *to Employees*

At **Altron Arrow**, we recognise that the well-being of our employees is integral to our overall success and sustainability.

To foster a holistic approach to employee wellness, we focus on four key dimensions of well-being:



These dimensions guide our initiatives, ensuring that employees have the resources, support, and opportunities needed to thrive both personally and professionally. By addressing these areas, we aim to create a healthier, more engaged, and resilient workforce.

Social commitment *to the Community*

Our commitment to communities extends beyond our operations, reflecting our dedication to fostering sustainable growth and improving the quality of life in the areas where we live and work.

Through targeted initiatives, we support programs and empower communities to thrive.

Our efforts include partnering with local organisations, and investing in projects that address pressing social challenges.

By building strong, inclusive relationships, we aim to drive meaningful change, create opportunities, and leave a lasting positive impact that aligns with our ESG vision.



Wellbeing

As part of our commitment to promoting well-being and fostering sustainable, thriving individuals, we prioritise economic growth for our employees while supporting their mental, emotional, and financial well-being.

Through partnerships with Lyra, First National Bank (FNB), and IMas, we provide a range of services tailored to meet these needs.

Additionally, our collaboration with Kaelo offers employees access to basic healthcare, medical gap cover, and discounted essential everyday products through their partner, Dis-Chem.

This integrated strategy underscores our dedication to creating long-term positive impacts and aligns with our ESG goals to build resilient, equitable societies.





Wellness *Advocacy*



As part of our commitment to wellness advocacy we hosted a wellness day to empower employees to lead healthier, happier, and more fulfilling lives.

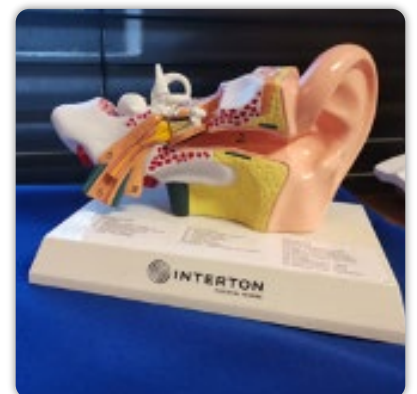
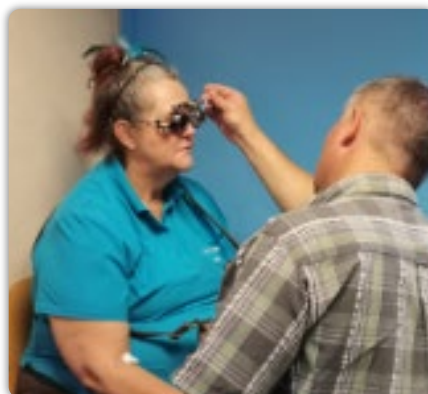


On the wellness day, the employees underwent a series of health and preventive screening tests. The screening included the breast light screening which is a non-diagnostic tool designed to assist in the early detection of breast abnormalities that may or may not indicate cancer for both men and women.

Ear screening was done, which is a quick and simple test designed to check for potential hearing problems, detection of hearing loss or other issues related ear health. Eye tests were conducted to assess the vision of individuals and the potential detection of eye health.

Our medical aid partner conducted health and preventative screening to detect early warning signs of illness.

As part of our wellness initiative employees were treated to a massage to promote wellness by relieving stress, boosting morale, and enhancing overall well-being.





Awareness Campaign

At Altron Arrow we have adopted the symbolic wearing of ribbons to raise the awareness the plight in the fight against cancer, HIV & AIDS and Gender Based Violence.





Impact *to the Community*

Altron Arrow is dedicated to making a meaningful and lasting impact on the communities we serve. Through targeted initiatives, we address local challenges and promote social inclusion.

Our efforts include quarterly blood donations, supporting education programs through donation of IT equipment for learning to Brakpan Primary School, giving back by donating sanitary pads for the women's dignity drive during women's month and food parcels to an orphanage home, Kids Haven.

We also donated baby supplies to the Bread Of Life Foundation.

We ensure our actions align with community priorities, creating sustainable growth and improving the quality of life for all.

This commitment reflects our broader ESG goals to empower communities and drive positive change.





Diversity and *Inclusion*

Diversity and inclusion are at the heart of our values, shaping the way we work, innovate, and grow as an organisation.

We are committed to fostering an environment where individuals from all backgrounds feel valued, respected, and empowered to contribute their unique perspectives.

To support this commitment, we promote diversity through inclusive hiring practices, equitable opportunities for growth, and team-building activities that bring employees together in meaningful ways.

By hosting events that encourage collaboration and celebrate our differences, we create a cohesive and dynamic workplace culture that drives our shared success.



Development of *our Employees*

We recognise that our employees are our greatest asset, and their growth is integral to our success. Through comprehensive training and development programs, we empower our workforce to enhance their skills, achieve their professional goals, and adapt to an ever-evolving market place.

Our initiatives include leadership development courses, technical skill-building workshops, and access to continuous learning resources. By investing in our employees' growth, we not only strengthen their individual capabilities but also drive innovation and excellence across the organisation, aligning with our commitment to long-term success and sustainability.

What its brought to the business. Lots of collaboration during lunch times, lots of discussions, colleagues getting to know each other better, short time outs during tough days.

Colourful and vibrant brings the feeling of fun while having good food.



Governance *Commitment*

Risk Management and Compliance

Reporting on Altron Arrow's approach to identifying, assessing and managing risks including environmental and social risks that may affect the business. Disclosure of the company's codes of ethics, anti-corruption policies and efforts to ensure legal and regulatory compliance.

Global Trade Compliance

Altron Arrow follows the Arrow Global policies and procedures relating to trade regulations, financial regulations and sanctions to ensure compliance. All customers, sales orders and shipments are screened to ensure compliance with exports controls and sanctions lists provided by the U.N, E.U and U.S governments.

Governance Excellence

We are committed to maintaining the highest standards of corporate governance. Key compliance and transparency actions include:

- Full compliance with all applicable local and international regulatory requirements.
- Regular internal and 3rd party audits to ensure compliance.

Looking ahead, we are committed to further reducing our environmental impact. We aim to increase our community engagement efforts and enhance our governance practices to maintain the highest standards of integrity and accountability.





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At Altron Arrow, we understand that ESG considerations are essential for building long-term value and driving sustainable growth. We are committed to continuously improving our environmental performance, promoting social responsibility, and upholding strong governance practices. Through these efforts, we aim to contribute positively to society, support the well-being of our employees, and minimize our environmental impact.

