

Environmental, Social and Governance Policy



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ESG

At Zentura

At Zentura Ltd t/a The Hansbury Group, we are committed to conducting our business operations in a manner that is socially responsible, environmentally sustainable, and in line with good governance practices. We strive to minimize our impact on the environment, promote social well-being, and ensure ethical conduct throughout our organization. The following policy outlines our commitments and objectives across social, environmental, and governance aspects.

Social Responsibility

Employee Welfare

- We prioritize the health, safety, and well-being of our employees. We provide a safe and inclusive work environment that includes regular training on occupational health and safety.
- We promote work-life balance and encourage employee development through training programs, mentorship, and career advancement opportunities.
- We foster diversity and equal opportunities, ensuring fair treatment and non-discrimination in all aspects of employment.

Community Engagement

- We actively engage with local communities and establish partnerships to understand their needs and concerns.
- We support community development initiatives, such as volunteering programs, educational campaigns, and infrastructure improvement projects.
- We strive to minimize the impact of our operations on local communities, ensuring effective communication and addressing any concerns raised.

Ethical Conduct

- We maintain the highest standards of ethics and integrity throughout our organization.
- We have a code of conduct that guides our employees and stakeholders on expected behaviour, including issues such as bribery, corruption, conflicts of interest, and gifts.
- We promote transparency, accountability, and honesty in all our business dealings.

Supply Chain Management

- We engage with suppliers and contractors who share our commitment to social responsibility.
- We require our suppliers to adhere to relevant labour laws, human rights, and ethical business practices.
- We conduct regular assessments to ensure compliance and encourage continuous improvement.

Environmental Sustainability

Climate Change

- We recognize climate change as a significant global challenge and commit to minimizing our impact.
- We establish targets to reduce our greenhouse gas emissions and regularly monitor and report on our progress.
- We invest in energy-efficient technologies, such as LED lighting and smart building systems, to reduce energy consumption in our offices and project sites.

Carbon Emission Reduction

- We implement measures to reduce carbon emissions from our operations, including transportation, equipment usage, and waste management.
- We encourage the use of low-emission vehicles, promote carpooling, and optimize transportation routes to minimize emissions.
- We explore renewable energy sources, such as solar panels, and purchase carbon offsets to neutralize any remaining emissions.

Water Pollution and Scarcity

- We are committed to preventing water pollution by implementing responsible waste management practices.
- We regularly assess and monitor our wastewater discharges to ensure compliance with environmental regulations.
- We promote water conservation measures, such as installing water-efficient fixtures and implementing recycling systems, in our offices and construction sites.

Air Pollution

- We prioritize the reduction of air pollution by implementing measures to minimize emissions from our fleet, machinery, and construction activities.
- We maintain our equipment regularly to ensure optimal performance and lower emissions.
- We promote employee awareness and training on air pollution prevention, including proper maintenance of equipment and minimizing idling time.

Deforestation

- We support sustainable forest management practices and responsible sourcing of timber and other materials.
- We prioritize the use of certified sustainable products, such as wood from responsibly managed forests, and seek alternatives to minimize deforestation.
- We collaborate with suppliers and contractors to ensure the origin of materials and actively seek to reduce waste generation.

Governance & Compliance

Legal Compliance

- We comply with all applicable laws, regulations, and standards related to social, environmental, and governance matters.
- We stay up to date with regulatory developments and adjust our policies and practices accordingly.
- We maintain proper documentation and records to demonstrate compliance and undergo regular audits to ensure adherence to standards.

Stakeholder Engagement

- We engage with our stakeholders, including employees, clients, shareholders, and local communities, to understand their concerns and expectations.
- We incorporate stakeholder feedback into our decision-making processes and provide avenues for them to raise any issues or suggestions.
- We maintain open and transparent communication channels to foster trust and mutual understanding.

Risk Management

- We identify, assess, and manage risks associated with our operations, including social, environmental, and governance risks.
- We implement measures to minimize and mitigate these risks effectively, including regular risk assessments and contingency plans.
- We provide training and resources to employees to ensure they understand and can contribute to risk management efforts.

Continuous Improvement

- We set measurable targets to improve our social, environmental, and governance performance.
- We regularly review our policies, practices, and targets to ensure they align with best practices and emerging sustainability trends.
- We foster a culture of innovation, encouraging employees to contribute ideas and initiatives for continuous improvement.

Hansbury group is dedicated to achieving its social, environmental, and governance objectives while delivering high-quality office fitout and refurbishment solutions. By adhering to this policy, we aim to make a positive impact on society and the environment, promote sustainable practices, and contribute to the well-being of our employees and stakeholders.

Thank You The Hansbury Group

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CREATING WORKSPACES PEOPLE LOVE
