



Focal Sustainability Policy

Introduction

Focal is committed to environmental stewardship and sustainable business practices. As a leader in the shipping, logistics and marine industry, we recognise our responsibility to minimise our environmental impact and contribute positively to global sustainability efforts. This policy outlines our commitments and the specific measures we implement to achieve our environmental and sustainability goals.

1. Commitment to Sustainability

Focal is dedicated to:

- 1.1 Reducing Environmental Impact
 - Implementing practices and technologies that minimise our carbon footprint.
 - Promoting resource efficiency and waste reduction throughout our operations
- 1.2 Sustainable Business Practices
 - Integrating sustainability into our business strategy, decision-making processes and daily operations.
 - Encouraging our partners, suppliers and clients to adopt sustainable practices.
- 1.3 Compliance with Environmental Regulations
 - Adhering to all relevant environmental laws and regulations.
 - Continuously improving our environmental management system to meet or exceed regulatory requirements.

2. Paperless Operations

Focal aims to eliminate the use of paper in our operations:

- 2.1 Digital Invoicing and Documentation
 - Utilising our in-house agency portal "Focal-i" to manage all invoicing and documentation processes.
 - Mandating that all vendors and partners submit invoices and required documents electronically through "Focal-i".
 - Striving to achieve 100% paperless operations within the next year.
- 2.2 Employee Training and Awareness
 - Providing training to employees on the use of digital tools and the benefits of paperless operations.
 - Promoting a culture of digital efficiency and environmental responsibility.



3. Waste Management and Plastic Reduction

Focal is committed to responsible waste management and eliminate the use of plastic:

3.1 Garbage Segregation

- Implementing a comprehensive waste segregation system in all offices and facilities.
- Ensuring that recyclable materials, organic waste, and non-recyclable waste are properly separated and disposed of.

3.2 Eliminating Plastic Use

- Banning the use of single-use plastics in all office operations and events.
- Encouraging the use of reusable, sustainable alternatives among employees and visitors.

3.3 Partnerships with Waste Management Services

- Collaborating with certified waste management companies to ensure proper recycling and disposal practices.
- Tracking and reporting our waste management performance annually.

4. Sustainable Transportation

Focal is committed to reducing the environmental impact of our transportation fleet:

4.1 Hybrid and Electric Vehicles

- Ensuring that all new vehicles purchased by the company are hybrid or 100% electric.
- Gradually phasing out non-hybrid and non-electric vehicles from our existing fleet.

4.2 Promoting Sustainable Transportation

- Encouraging employees to use public transportation, carpooling and other eco-friendly travel options.
- Providing incentives for employees who adopt sustainable commuting practices.

5. Implementation and Accountability

To ensure the effective implementation of our Sustainability Policy, Focal is committed to:

5.1 Training and Awareness

- Providing regular training to all employees on environmental and sustainability issues.



- Raising awareness among our partners, suppliers and clients about our policy and sustainability goals.

5.2 Stakeholder Engagement

- Engaging with stakeholders, including employees, suppliers, local communities and environmental organisations, to continuously improve our sustainability practices.
- Encouraging open dialogue and feedback mechanisms to address concerns and enhance our environmental performance.

5.3 Continuous Improvement

- Regularly reviewing and updating our policies and procedures to reflect evolving best practices and technological advancements.
- Setting and monitoring performance indicators to track our progress in sustainability.

6. Reporting and Transparency

- Reporting publicly on our environmental and sustainability performance through our annual sustainability report.
- Ensuring transparency in our operations and decision-making processes to build trust with our stakeholders.

7. Reporting Violations

Focal encourages the reporting of any violations of this policy by:

7.1 Confidential Reporting Mechanisms

- Providing confidential and secure channels for employees, suppliers and other stakeholders to report any suspected violations of environmental or sustainability practices.
- Ensuring that reports are handled promptly, thoroughly investigated and that appropriate corrective actions are taken.

7.2 Protection Against Retaliation

- Ensuring that individuals who report violations in good faith are protected from retaliation or adverse consequences.
- Promoting a culture of openness and accountability where concerns can be raised without fear of retribution.



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