

SKY Advanced Materials Ltd. Corporate Social Responsibility Document

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This document discusses the following topics:

1. Equal opportunities
2. Environmental responsibilities and Sustainability
3. Labor practices

1) Equal opportunities

At Sky Advanced Materials Ltd., our commitment to equal opportunities is deeply ingrained in our corporate culture. We believe that diversity is a source of strength and innovation. To ensure equal opportunities for all, we:

- **Recruitment Practices:** Implement unbiased recruitment practices that focus on skills, qualifications, and potential, ensuring a level playing field for all applicants.
- **Training and Development:** Provide ongoing training and development programs to empower employees at all levels. This includes mentoring, workshops, and leadership programs aimed at nurturing talent from diverse backgrounds.
- **Inclusive Workplace:** Foster an inclusive workplace where all employees feel valued, respected, and empowered to contribute their unique perspectives. We actively celebrate and embrace diversity through various initiatives and events.

Harassment and abuse are never tolerated. Harassment includes but is not limited to offensive verbal or written comments related to gender, age, sexual orientation, disability, physical appearance, body size, race, religion, social class, economic status, veteran status, sexual images, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

This topic is very important for Sky, and we do everything in our power to hold these values high.

2) Environmental responsibilities and Sustainability

Sky Advanced Materials Ltd. recognizes the importance of environmental responsibility and sustainability in today's global landscape. We are dedicated to minimizing our environmental impact by implementing sustainable practices throughout our operations. This includes:

- **Energy Efficiency:** We continuously strive to reduce energy consumption and promote the use of renewable energy sources in our facilities. We are also implementing state-of-the-art technologies to enhance energy efficiency in our manufacturing processes and reducing our overall carbon footprint.

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- **Waste Reduction:** We are committed to minimizing waste generation and increasing recycling efforts. This extends to both our manufacturing processes and day-to-day operations.
- **Product Sustainability:** We invest time and effort in the development and production of environmentally friendly materials and products, prioritizing those with a reduced carbon footprint and promoting a circular economy.

3) Labour practices

Labor practices are practices that affect employee hiring and promotion, remuneration, disciplinary action, complaint response system, transfers and reassignment, termination of employment, human resources development, occupational safety, and health, and working conditions (working hours and remuneration).

Our commitment to ethical and fair labor practices is a core value at Sky Advanced Materials Ltd. We uphold the following principles:

- **Safety First:** Prioritizing the safety and well-being of our employees by adhering to stringent safety protocols. Regular training and continuous improvement initiatives ensure a secure working environment.
- **Fair Compensation:** We ensure that our employees receive fair compensation for their work, in alignment with industry standards and local regulations.
- **Workplace Safety:** The health and safety of our employees are paramount. We maintain a safe working environment by implementing strict safety protocols and providing ongoing training.