

Environmental, Social and Governance (ESG) Policy

Purpose

The purpose of this Environmental, Social and Governance (ESG) Policy is to articulate Cognisco's commitment to sustainable and responsible business practices. This Policy outlines our principles and guidelines for incorporating ESG considerations into our decision-making processes, operations, and corporate culture.

Scope

This Policy applies to all employees, contractors, partners, and stakeholders associated with Cognisco. It encompasses our environmental, social and governance practices across all aspects of our business activities.

Environmental Responsibility

Environmental sustainability is a fundamental aspect of our business ethos. We commit to:

- **Compliance:** Comply with all applicable environmental laws and regulations in the regions where we operate.
- **Resource Efficiency:** Continually strive to reduce energy use, waste generation and lower our carbon footprint to reduce greenhouse gas emissions.
- **Sustainable Practices:** Promote sustainable practices and minimise our environmental impact.
- **Conservation:** Support initiatives to conserve biodiversity, protect natural habitats, and reduce environmental degradation.

Social Responsibility

We are dedicated to promoting positive social impacts and fostering a diverse, equitable, and inclusive workplace.

We commit to:

- **Diversity and Inclusion:** Foster a diverse and inclusive workplace that values differences and provides equal opportunities for all employees, regardless of race, gender, age, sexual orientation, or other protected characteristics.
- **Health and Wellbeing:** Provide adequate control of health and safety risks in order to prevent any incidents and to protect the health and welfare of our employees and contractors in conjunction with the Company's existing H&S policies.
- **Community:** Support local and international initiatives, with the goal of making a positive contribution to our local communities, and to organisations relevant to our business.

Governance Responsibility

We commit to:

- **Compliance:** Ensure compliance with regulations and guiding principles governing the protection of human rights, operational and occupational health and safety, environmental and business practices in the jurisdictions in which we operate.
- **Regulatory:** Identify the relevant legislative and regulatory requirements and ensure that the scope of our business operations are compliant with these requirements.
- **Risk:** Adopt appropriate measures and guidelines to prevent the risk or incident of cyber security breach and ensure data protection and privacy.

Direction and oversight of the **Environmental, Social and Governance Policy** is the responsibility of Cognisco management and the CEO.

This Policy will be reviewed annually.

Date of Review: 06.01.2025	Signed: <i>A Knight</i>
Date of Next Review: Jan 2026	Print Name: Amanda Knight Position: CEO