

## EMIA ESG Policy

EMIA is committed to building innovative, transparent and sustainable businesses in Southeast Asia. We believe that business success has responsible investing and strongest ESG standards at its core and improving ESG standards of our portfolio companies is crucial for long-term value creation. An important part of our role as investors includes assisting management with the implementation of best practice processes in areas such as business conduct and environmentally sustainable practices.

EMIA is committed to effective social and environmental practices in all its activities consistent with the processes and procedures laid out in EMIA's Environmental, Social and Governance Management System (ESMS). All potential investments will be reviewed to avoid EMIA's exposure to any activities on the Exclusion List. Investments will only be made after application of the procedures outlined in the ESMS. Such requirements include demonstration of an acceptable level of compliance with all applicable environmental and social laws and regulations. We will seek to ensure that all investee companies are operated in a manner consistent with the IFC Performance Standards, and where gaps in such standards have been identified, actions will be taken to bring the investee companies into compliance in a reasonable period of time.

We will work with our Portfolio Companies to effectively address Environmental and Social (E&S) risks and realise E&S opportunities as a fundamental part of a company's value and to act in accordance with the following principles:

- a) minimise adverse impacts and enhance positive effects on the environment and all stakeholders (including employees and any affected communities) as relevant and appropriate;
- b) to make efficient use of natural resources and to protect the environment wherever possible;
- c) support the reduction of greenhouse gas emissions;
- d) to work within a defined timeframe towards full compliance with the International Labour Organization ("ILO") Core Labour Standards and ILO Basic Terms and Conditions of Work and to respect the International Bill of Human Rights in line with the UN Guiding Principles on Business and Human Rights;
- e) to carry out operations in accordance with good international industry practices, recognise and, as appropriate, promote the social aspects of the development impact; and
- f) consider the potential for positive impacts and opportunities from business activities (e.g. certifications to enter new markets, strengthening of supply chain structures/management).

EMIA will maintain, throughout the lifetime of all its investments, an External Communication Mechanism (ECM) to receive any public concerns related to the Fund's investments. Through the ECM, EMIA will work with relevant parties to address the cause of any valid complaints and inform the complainant of any such actions taken.

EMIA will ensure that the ESMS Officer is ultimately responsible for administration and oversight of the ESMS, and all EMIA staff will have adequate training to perform their roles in the implementation of the procedures. This policy will be communicated to the entire EMIA team who will be expected to adhere to the policy.

The ESMS will be reviewed and revised accordingly on an annual basis.

For any ESG-related feedback, enquires or complaints, please contact us via [email](#).