

At Pentagon Freight Services, whilst delivering customs and freight forwarding services; warehousing & supply base management; and, transportation and logistics-related activities, we are committed to sustainable development in all our actions. Our business decisions will consider economic, safety, occupational health, environmental, and social aspects. All business activities are carried out under a sustainability concept to achieve sustainable results for all related stakeholders.

Pentagon Freight Services has a clear Sustainability Strategy covering good governance, enterprise and project risk management, and emerging risks. All decisions assess risk and set measures to cope with the risk impacts that may affect the company's sustainability in economic, social, environmental and governance aspects. Our strategy provides a framework for business planning, decisions and operations for the company's stability and sustainability.

To achieve this objective, we will:

- Adhere to transparent governance. All decisions will be made in accordance with the laws, regulations, requirements, methods, and standards specified by the regulatory agencies and accepted internationally.
- Uphold and comply with guidelines and methods specified in the company's Code of Conduct and Anti-Bribery Policy and related effective policies, regulations, and announcements.
- Work to continuously to improve efficiency for all business activities by defining the goals, evaluation methods, monitoring and sustainability assessments.
- Support all business partners, external providers, and stakeholders along the supply chain to run business based on the sustainable development practices.
- Encourage and promote a positive culture relating to safety, environmental protection, and social responsibility on continual and consistent basis.
- Treat all employees and workers fairly and equally, without discrimination. In all cases, we undertake to protect employees' safety, workers, and the company's assets by evaluating all activities' risk and mitigation controls.
- Respond to clients' needs and gain their satisfaction in service quantity aligned with all contractual agreements.
- Create and seek approaches and methods of reducing resources, energy, emission, waste, and greenhouse gas to protect, control, and minimize impacts to the environment, community, and society.

The Corporate Sustainable Development Policy should be communicated to all employees, workers and stakeholders for their acknowledgement and required implementation and compliance in all business operations. Pentagon's directors, executives, employees, and workers at all levels are responsible for supporting and conforming with the Policy to develop a culture that promotes all economic, social and environmental benefits.



Ashley Taylor
Group Chief Executive
Officer 1 January 2023



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