



loopMe™

ESG Committee

Purpose

The LoopMe ESG (Environmental, Social, and Governance) Committee has been established to ensure that LoopMe operates responsibly and sustainably, aligning its business practices with the highest standards of ethical conduct, environmental stewardship, and social responsibility.

The purpose of the committee is to guide, monitor, and oversee the company's efforts to integrate ESG principles into its business strategy and operations. The committee is dedicated to promoting sustainable growth, enhancing corporate reputation, and creating long-term value for all stakeholders, including employees, customers, investors, and the broader community.

Committee Composition

- **Membership:** The ESG Committee shall be composed of representatives from various departments across the business, including Operations, Product, Marketing and Sales.
- **Chairperson:** Chairperson shall be appointed to lead the committee and serve as the primary point of contact for ESG matters.

Responsibilities

1. Strategic Oversight

- **Develop and Implement ESG Strategy:** Formulate and implement a comprehensive ESG strategy that aligns with LoopMe's business objectives and stakeholder expectations.
- **Set Goals and Targets:** Establish measurable ESG goals and targets, and ensure they are integrated into business planning and performance management processes.
- **Accountability:** Holding themselves and the wider business accountable to the agreed goals and targets.
- **Training and Education:** Provide ongoing ESG training and education for employees to build awareness and capabilities.
- **Innovation:** Encourage innovation and continuous improvement in ESG practices and initiatives.

2. Environmental

- **Sustainability Initiatives:** Promote initiatives to reduce environmental impact, such as hosting efficiency, office energy reduction and smarter business travel.
- **Compliance:** Ensure compliance with environmental laws and regulations, and proactively adopt best practices through collaboration with sustainable partners.

3. Social

- **Workplace Practices:** Foster a diverse, inclusive, and equitable workplace by implementing fair labour practices, promoting employee well-being, and supporting professional development.
- **Community Engagement:** Enhance community engagement through philanthropy, volunteerism, and partnerships with local organisations.

4. Governance

- **Ethical Conduct:** Uphold the highest standards of ethical behaviour, transparency, and accountability across all levels of the organisation.
- **Risk Management:** Identify, assess, and manage ESG-related risks, ensuring they are integrated into the company's overall risk management framework.

Reporting and Communication

- **Meetings:** Hold regular committee meetings to review progress, discuss challenges, and plan future actions.
- **SLT:** Provide quarterly updates to the SLT and other relevant stakeholders on ESG activities and outcomes, ensuring senior leadership commitment
- **ESG Reporting:** Develop and publish regular ESG reports to communicate progress and performance to stakeholders.
- **Stakeholder Engagement:** Engage with stakeholders to gather feedback, address concerns, and foster collaboration on ESG issues.
- **Benchmarking:** Compare LoopMe's ESG performance against industry benchmarks and best practices to identify areas for improvement

This charter serves as a guiding document for the LoopMe ESG Committee, ensuring that the company remains committed to sustainable and ethical business practices. The committee is expected to review and update this charter periodically to reflect evolving ESG standards and stakeholder expectations.