

# Social Policy



Our Social Policy is more than an internal code of conduct—it is a statement that we genuinely value people in every dimension: as team members, clients, partners, and stakeholders. As a sustainability consultancy, we must maintain our own working framework that respects human rights, promotes a fair and inclusive work environment, and ensures that stakeholder voices are appropriately heard. This Social Policy serves as a fundamental foundation, reflecting PRE's identity as an organization that grows responsibly alongside its people and the society around it.

The Company recognizes the importance of potential social impacts arising from its business operations and advisory services. This Social Policy establishes an operational framework that respects human rights, promotes a fair working environment, and builds trust between the Company and its personnel, clients, partners, and stakeholders at all levels. The Company's Social Policy is as follows:

### **Policy on Shareholders and Clients**

The Company conducts its business with integrity, transparency, and accountability to shareholders and clients, providing accurate and appropriate advice while considering relevant social and environmental impacts.

The Company respects the rights of shareholders and clients to access material information for decision-making and adheres to the principle of non-discrimination in service provision.

The Company is committed to respecting human rights, labor principles, and the dignity of all personnel, clients, subcontractors, and stakeholders across the value chain, in line with relevant international principles.

### **Policy on Internal Personnel**

The Company places importance on fair treatment of its personnel, respects human dignity, and promotes well-being, knowledge development, and a safe working environment free from harassment and discrimination.

The Company establishes transparent and fair whistleblowing and complaint mechanisms, with protections in place to safeguard complainants from retaliation.

The Company encourages employees to contribute to society, communities, and the advancement of national sustainability standards through project work, professional expertise, and social contribution activities.

### **Policy on Business Partners, Subcontractors, and the Value Chain**

The Company selects and manages business partners and subcontractors with consideration for business ethics, respect for human rights, and compliance with labor and related laws, in order to jointly raise sustainability standards across the value chain.

The Company prioritizes the protection of personal data, trade secrets, and the ethical and responsible use of technology, including artificial intelligence.

### **Policy on Communities, Society, and Policy Engagement**

The Company aims to create positive social impact through its sustainability services, knowledge sharing, and appropriate social initiatives, while upholding political neutrality, respecting democratic principles, and refraining from using Company resources to support any political party or candidate.

### **Implementation Plan 1: Policy on Shareholders and Clients**

**Objective:** To protect shareholders' rights, build client confidence, and reduce ethical risks arising from advisory services.

Implementation includes:

1. Requiring directors, executives, and all employees to strictly comply with professional codes of conduct for consultants and good corporate governance principles.
2. Ensuring engagement letters with all clients clearly specify confidentiality of information and intellectual property, scope of work and limitations of recommendations, and the Company's right to decline engagements that materially conflict with its human rights principles, ethical standards, or business conduct values.
3. Assessing human rights, labor, and governance risks for each project prior to engagement at a level appropriate for the Company's size—for example, using a preliminary screening checklist for large-scale projects and/or supply chains with higher risk.
4. Clearly managing conflicts of interest, with employees and executives disclosing any business or financial relationships that may affect the independence of advice. Where a conflict arises, the Company will assign an alternate responsible person or adjust roles to ensure the credibility of advisory work is not compromised.
5. Providing channels for clients to submit feedback and complaints regarding the Company's performance, and using such input to improve service quality and corporate governance.

## **Implementation Plan 2: Policy on Internal Personnel**

**Objective:** To prioritise fair, safe, and development-oriented working conditions that reflect the Company's culture and its commitment to sustainability across all dimensions. Implementation of the policy on internal personnel includes:

- 1.The Company sets working hours, overtime, and remuneration in compliance with applicable laws and strives to design flexible work arrangements to support work-life balance.
- 2.The Company ensures regular communication, dissemination, and training on human rights and business ethics for all personnel, including topics such as the Code of Conduct, Human Rights Policy, and Anti-Harassment.
- 3.The Company places importance on Diversity, Equity & Inclusion (DEI) and does not discriminate on the basis of gender, age, race, religion, political opinion, social status, or working arrangements. The Company also promotes appropriate opportunities for young professionals and people with diverse skills and backgrounds.
- 4.The Company provides transparent and fair whistleblowing and complaint channels that allow for anonymous reporting and includes measures to protect complainants from retaliation or unfair treatment.
- 5.The Company requires systematic recording, reporting, and retention of information related to human rights, labour, and complaints, for use in assessing social performance and driving continuous improvement.
- 6.The Company establishes measures to prevent the misuse of inside information belonging to clients or the Company itself, including clear prohibitions on using such information for personal or related parties' benefit.
- 7.The Company provides responsible governance and management of information technology and artificial intelligence. Digital tools and AI are to be used with respect for personal data, content rights, and without creating unnecessary bias or social harm, with clear usage guidelines provided for employees.
- 8.The Company maintains internal controls and, where appropriate, internal audits on ethics, human rights, and fair remuneration for personnel, at a level suitable for the Company's size.

## **Implementation Plan 3: Policy on Communities, Society, and Policy Engagement**

**Objective:** To leverage the Company's role as a sustainability consultancy to catalyse positive change in society and public policy, while maintaining political neutrality. Implementation of the policy on communities and society includes:

- 1.The Company is firmly committed to supporting a democratic society and respecting civil and political rights, while maintaining political neutrality by not taking sides and not providing financial or resource support to any political party or electoral candidate.
- 2.The Company supports social contribution activities and capacity-building for organisations and communities, such as ESG and sustainability lectures or training for educational institutions, communities, or non-profit organisations.
- 3.The Company encourages employees to volunteer in the Company's social initiatives and may allocate a portion of working time for participation in such activities, as appropriate.
- 4.The Company sets out to track and report on social impacts arising from its projects, such as the number of organisations that have improved their ESG reporting standards or developed more effective sustainability plans.

#### **Implementation Plan 4: Policy on Business Partners, Subcontractors, and the Value Chain**

**Objective:** To ensure that the engagement of independent experts, freelancers, and other business partners is consistent with the Company's social standards, thereby reducing risks for publicly listed companies and other clients using its services. Implementation of the policy on business partners and the value chain includes:

1. The Company requires that the selection of business partners and subcontractors give due weight to business ethics, compliance with labour laws, and respect for human rights, alongside price and quality considerations.
2. The Company requires business partners and subcontractors to sign an acknowledgement of compliance with the Company's business code of conduct and minimum human rights requirements.
3. The Company provides channels through which business partners can lodge complaints or whistleblow if they observe human rights, labour, or ethical violations in jointly implemented projects.
4. The Company periodically reviews its list of business partners and subcontractors to assess social risks and consider adjusting business relationships where material violations are identified.

#### **Monitoring and Review of the Social Policy**

To ensure that social governance remains continuous and aligned with changing contexts, the Company will monitor implementation of this Social Policy at least once a year. The Company will also review its social governance policy whenever there are changes in laws, sustainability standards, or requirements from publicly listed clients and other large organisations, to ensure that the policy remains appropriate to the Company's context and is able to continuously meet stakeholder expectations.