

Environmental Protection Policy

1. Policy Statement

Quest Group FZCO is committed to minimizing its environmental footprint and promoting sustainable, ethical, and inclusive practices in all aspects of its operations. This Environmental Protection Policy outlines our commitment to reduce resource consumption, limit emissions, support diversity, and integrate environmentally and socially responsible practices into our daily business activities, including commodity trading.

2. Scope

This policy applies to all employees, contractors, and operations of Quest Group FZCO globally. It encompasses travel, office supplies, energy usage, waste management, staffing practices, and commercial partnerships, particularly within our core trading sectors of fertilizers and petrochemicals.

3. Objectives

- Reduce carbon emissions and waste generation.
- Promote responsible and sustainable use of resources.
- Transition to renewable energy sources wherever possible.
- Conduct business only with environmentally compliant trading partners.
- Foster a diverse, inclusive, and equitable workplace.
- Encourage environmentally and socially responsible practices across all departments.
- Ensure compliance with environmental and labor laws and regulations.

4. Sustainable Travel Policy

To reduce the environmental impact of business travel:

- Minimization of Travel: All business-related travel must be minimized. Employees are required to prioritize virtual communication tools such as Zoom, Microsoft Teams, or Google Meet for meetings, conferences, and collaboration.

- **Travel Approval:** Any proposed travel must undergo an environmental impact assessment and be submitted for approval to the Chief Financial Officer (CFO). Travel will only be authorized if no viable virtual alternative exists.
- **Carbon-Neutral Travel:** Every flight taken for business purposes must be either:
 - Booked through a provider offering a certified zero-emission or carbon-neutral option, or
 - Compensated through credible carbon offset programs, verified by recognized third parties.

5. Office Supply and Waste Reduction

To minimize resource use and non-recyclable waste:

- **Single-Use Plastic Ban:** The use of single-use plastic cutlery, plates, and cups in all office premises is strictly prohibited. Reusable or biodegradable alternatives must be used instead.
- **Drinking Water Policy:** Any bottled drinking water supplied by the company must be provided in 100% recyclable bottles. Preference will be given to suppliers offering bottles made from recycled materials or alternative eco-friendly packaging.
- **Sustainable Procurement:** Office supplies and materials must be sourced from environmentally responsible vendors, with preference given to products that are recyclable, reusable, or made from sustainable materials.

6. Renewable Energy and Resource Efficiency

To support the global transition to clean energy:

- **Green Energy Procurement:** All Quest Group FZCO office locations must source electricity exclusively from energy providers that offer certified green or renewable energy solutions, such as wind, solar, or hydroelectric power.
- **Energy Provider Vetting:** Facilities and Operations teams are responsible for ensuring that energy contracts are reviewed and aligned with this policy. Providers must supply verifiable documentation of their renewable energy credentials.
- **Energy Efficiency:** Offices must implement energy-saving measures such as LED lighting, motion sensors, and energy-efficient appliances wherever feasible.

7. Responsible Trading Partnerships

As a company active in the trading of fertilizers and petrochemicals, Quest Group FZCO recognizes the environmental impact of its core business activities and is committed to responsible sourcing and distribution. Therefore:

- **Environmental Standards for Partners:** We will only conduct business with buyers, sellers, agents, and intermediaries who demonstrate clear adherence to environmental protection standards, applicable laws, and best practices in sustainability.
- **Due Diligence:** Environmental compliance will be a core component of our partner due diligence process. This includes evaluating trading partners' operations, environmental certifications, and public sustainability practices.
- **Exclusion Policy:** We reserve the right to terminate or refuse engagement with any entity found to be engaging in environmentally harmful activities or violating local and international environmental regulations.
- **Reporting and Improvement:** The company will regularly assess and report on diversity performance and identify areas for continuous improvement.

8. Workplace Sustainability Measures

To promote a culture of sustainability and well-being across all office locations:

- **Digital Documentation:** All internal and external documents and correspondence must be stored and shared digitally to minimize paper usage.
- **Public Transport Support:** Free public transportation will be offered to all employees where available, as part of our efforts to reduce individual carbon footprints.
- **Electric Vehicle Incentive:** Employees will be eligible for cash support toward the purchase of an electric car. The incentive amount will vary based on the employee's location and local cost-of-living adjustments.
- **Green Office Environment:** All offices are required to maintain a minimum number of indoor plants to support air quality, promote mental well-being, and foster a healthy and uplifting workplace culture.

9. Employee Engagement and Training

All employees will be informed and trained on the principles of this policy and the practices necessary to uphold it. Environmental and social responsibility awareness will be integrated into company onboarding and ongoing professional development.

10. Monitoring and Compliance

The company will regularly monitor its environmental and social performance, including emissions from travel, energy use, trading partner compliance, office supply sustainability, and diversity metrics. Supplier and partner compliance will be reviewed periodically as part of our ESG assessment procedures.

Non-compliance with this policy may result in disciplinary action or termination of contracts.

11. Responsibility

The CFO is responsible for overseeing compliance with travel and procurement policies. The Operations, Compliance, Human Resources, and Trading teams share responsibility for ensuring that office practices, staffing, and commercial partnerships adhere to this policy. All employees are expected to uphold and promote the company's environmental and social standards.

12. Policy Review

This policy will be reviewed annually by the Environmental Ccommittee in coordination with senior management to ensure its continued relevance and effectiveness.

Geneva, January 3rd, 2025

Jurg Johner, CFO

A handwritten signature in blue ink, consisting of a large, stylized 'J' followed by a checkmark-like flourish.