



**SUSTAINABILITY
POLICY**

Sustainability at Featherlite

Featherlite is dedicated to sustainability, firmly integrating Environmental, Social, and Governance (ESG) principles into our operations. We align with the National Voluntary Guidelines to foster responsible business practices. Our sustainability policy is comprehensive, embodying our pledge to environmental stewardship, social responsibility, economic accountability, and ethical governance.

A. Corporate Social Responsibility

Featherlite integrates sustainability, ethics and employee well-being into organisational practices, ensuring they are core values driving company operations.



Stakeholder Engagement

We regularly engage with our stakeholders' needs and expectations, concerns and feedback on sustainability initiatives.



Supplier Code of Conduct

We establish a supplier code of conduct to ensure ethical sourcing practices, fair labour standards and environmental responsibility.



Employee Welfare

We prioritise employee well-being through safety measures, health programs, training opportunities, work-life balance and diversity initiatives.



Community Development

We support community development projects focusing on education, healthcare, environmental conservation and skill development.



B. Environmental Responsibility

Featherlite emphasises that integrating environmental sustainability into every stage of its operations is crucial to achieving success in its journey to become a responsible brand.



Resource Efficiency

We optimise our resource use efficiency in operations through energy-saving measures, water conservation practices and material recycling programs.

- i. Energy Efficiency Measures
Implement energy-efficient technologies, practices and building designs to minimise energy consumption and reduce carbon footprint.
- ii. Water and Wastewater Management
Implementing water conservation measures to reduce fresh water consumption using efficient technologies.
- iii. Materials Recycling
Implement a closed-loop system for materials recycling within the manufacturing process to minimise resource depletion.



Circular Economy Strategies

We promote resource efficiency, reduce waste generation and enhance environmental sustainability by implementing practices such as recycling, repurposing, remanufacturing and reducing material consumption

- i. Product Life Extension
Develop products with extended lifecycles, reparability and upgradability to promote circularity and reduce waste.
- ii. Materials Recycling
Implement a closed-loop system for materials recycling within the manufacturing process to minimise resource depletion.
- iii. Resource Efficiency
Optimise resource use efficiency in production processes, emphasising reuse of materials and reduction of raw material consumption.

Reverse Logistics

Establish a robust reverse logistics system for product returns, refurbishment and remanufacturing to maximise product value and reduce waste.

Collaborative Partnerships

Forge partnerships with suppliers and stakeholders to promote circular economy principles throughout the supply chain.



Product Stewardship

We implement a holistic sustainable packaging policy by integrating material efficiency, design optimization and lifecycle considerations to minimise environmental impact throughout our supply chain.

Product Life Cycle Assessment

Conduct comprehensive assessments of product life cycles to identify opportunities for sustainability improvements.

Green Product Design

Integrate eco-friendly materials, energy-efficient features and recyclable components into product design and development processes.

Sustainable Supply Chain

Collaborate with suppliers to ensure sustainable sourcing practices, ethical labour standards and environmental responsibility.

Customer Education

Provide customers with information on sustainable product use, maintenance and end-of-life disposal to promote responsible consumption.

Extended Producer Responsibility

Implement take-back programs for end-of-life products to facilitate recycling, refurbishment, or proper disposal.



Renewable Energy Adoption

We transition to renewable energy sources such as solar power, wind energy and/or biomass utilisation to reduce carbon emissions and promote sustainable energy practices.

- i. Solar Power Installation
Expand solar power installations on rooftops and open spaces to harness renewable energy for manufacturing operations.
- ii. Wind Energy Integration
Explore opportunities for wind energy integration through on-site wind turbines or off-site wind power purchase agreements.
- iii. Biomass Utilisation
Explore the use of biomass as a renewable energy source for heating or power generation in manufacturing processes.
- iv. Green Energy Certifications
Obtain green energy certifications or carbon offsets to demonstrate commitment to renewable energy adoption and carbon neutrality.

- iv. Water Quality Monitoring
Regularly monitor water quality parameters to ensure compliance with standards and proactively address any issues.
- v. Water Recycling Programs
Implement water recycling programs to reuse treated wastewater for non-critical processes or irrigation purposes.



Net Zero Strategies

We develop a tailored approach to significantly reduce emissions and offset remaining greenhouse gas emissions through carbon removal technologies, ultimately achieving a balance of zero net emissions in alignment with our sustainability goals.

- i. Emission Reduction Targets
Set ambitious targets to reduce greenhouse gas emissions across operations, transportation, and supply chain activities.
- ii. Energy Efficiency Measures
Implement energy-efficient technologies, practices and building designs to minimise energy consumption and carbon footprint.
- iii. Carbon Offsetting Programs
Engage in carbon offsetting initiatives such as reforestation projects or renewable energy investments to achieve net zero emissions.
- iv. Green Transport Solutions
Transition the transportation fleet to electric vehicles or low-emission alternatives to reduce carbon emissions from logistics.
- v. Employee Engagement
Educate and involve employees in sustainability efforts, encouraging behaviour changes that contribute to achieving net zero goals.



Water and Wastewater Management

At Featherlite, sustainability is reflected in our commitment to continuously enhance water management practices with innovative technologies and recycling initiatives.

- i. Water Conservation Measures
Implement water-efficient technologies, processes and practices to reduce water consumption and minimise water wastage.
- ii. Rainwater Harvesting
Utilise rainwater harvesting systems to capture and reuse rainwater for non-potable purposes within manufacturing facilities.
- iii. Wastewater Treatment
Install wastewater treatment systems to treat effluents before discharge, ensuring compliance with environmental regulations.



Waste Management

We implement comprehensive waste reduction strategies, recycling programs and circular economy practices to minimise our waste generation.

- i. Waste Hierarchy Approach
Implement the waste hierarchy approach to prioritise waste prevention, reduction, reuse, recycling and recovery strategies for efficient resource utilisation.
- ii. Recycling and Recovery
Emphasise recycling initiatives to divert waste from landfills and promote material reuse in production processes.
- iii. Sustainable Waste Disposal
Ensure responsible waste disposal practices that comply with environmental regulations and minimise negative impacts on the environment.
- iv. Challenges and Solutions
Address waste management challenges by improving training, reducing transportation costs, enhancing public education and implementing efficient collection methods.



Green Supply Chain

We collaborate with suppliers to reduce carbon emissions, source materials sustainably and optimise logistics, thereby minimising environmental impact throughout our supply chain.

- i. Supplier Collaboration
Collaborate with suppliers to create a process for sharing environmental improvements and achievements throughout the supply chain.
- ii. Compliance and Documentation
Ensure suppliers comply with environmental laws, regulations and prohibited substances standards, providing necessary documentation like Material Safety Data Sheets. Safety Data Sheets.

- iii. Carbon Footprint Reduction
Work with suppliers to reduce carbon emissions across the supply chain through energy-efficient practices, transportation optimization and sustainable packaging solutions.
- iv. Sustainable Sourcing
Source materials from environmentally responsible suppliers who adhere to sustainable practices, ethical sourcing and fair labour standards.
- v. Green Logistics
Optimise transportation routes, promote eco-friendly packaging and implement efficient inventory management to reduce carbon emissions and minimise environmental impact.

C. Economic Responsibility

Featherlite upholds economic responsibility by conducting ethical business operations, ensuring integrity, transparency and regulatory compliance, all while advancing sustainability and ethical standards.



Compliance with Regulations

We ensure compliance with legal requirements, environmental regulations, labour standards and reporting frameworks related to sustainability.



Ethical Business Conduct

We uphold ethical business practices, integrity, transparency and accountability in all our business dealings.



Financial Transparency

We maintain financial transparency by disclosing relevant financial information, sustainability performance metrics and governance practices.

D. Governance Practices

Featherlite ensures sustainability through effective governance oversight and continuous improvement.



Board Oversight

We form a dedicated oversight board committee comprising diverse expertise to monitor sustainability initiatives and drive progress.



Continuous Improvement

We consistently review our sustainability policy, integrating stakeholder feedback, performance evaluations and the latest sustainability management practices.



Risk Management

We identify ESG-related risks that may impact our business activities or reputation and develop appropriate mitigation strategies.

E. Alignment with United Nations Sustainable Development Goals (SDGs)

Featherlite actively supports UN SDGs by fostering partnerships, promoting sustainable practices and aligning with global sustainability efforts.



Addressing Global Challenges

We tackle pressing global challenges such as climate change, poverty, inequality and environmental degradation through strategic initiatives aligned with the objectives of SDGs.



Collaborative Partnerships

We foster collaborations and partnerships with stakeholders to achieve shared sustainability goals, promoting innovation and knowledge-sharing in line with SDGs.

Inclusive Growth

We promote inclusive and sustainable economic growth, ensuring that Featherlite's activities contribute to social inclusion and address global challenges outlined in SDGs.



Capacity Building

We build capacity within the organisation and among partners to effectively implement sustainable practices, drive innovation and create lasting impacts in line with SDGs.



Advocacy and Awareness

We advocate for sustainable development practices, raise awareness about the importance of SDGs and encourage others to join efforts towards achieving a more sustainable and equitable future.



Doing Good - Our Sustainability Commitment

Featherlite's hybrid sustainability policy integrates ESG principles with the National Voluntary Guidelines, fostering a culture of excellence in sustainability. By aligning with industry standards and driving innovation in environmental conservation, social impact, economic responsibility and ethical governance, Featherlite sets the benchmark for sustainable business practices. Our comprehensive approach emphasises corporate social responsibility, environmental stewardship, economic accountability and ethical governance practices. Through the integration of these principles into our operations, we contribute positively to both society and the environment.



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