



Balwurk

Environmental, Social and Governance Policy

Balwurk
6-26-2023

ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY

Document Control

Version	Made by	Approved by	Date of Approval
1.1	CEO	Balwurk Partners	10-07-2023
1.2	CEO	Balwurk Partners	02-02-2024

Document Maintenance

Version	Comments
0.01	Document outline
0.02	Draft for discussion
0.03	Final draft
1.0	Publication final version

Change History

This document must be reviewed at least once a year or when significant (Organizational, regulatory etc.) changes are recognised by the management of Balwurk. The following table provides the review and approval trail indicating which version of this policy was lastly reviewed, on what date and by whom.

Version	Created by	Creation Date	Approved by	Approved date	Change Description
0.01	CEO	22-06-2023	Balwurk Partners	30-11-2022	Initial Version
1.1	CEO	06-07-2023	Balwurk Partners	10-07-2023	Policy Review and renamed Inetsec to Balwurk
1.2	CEO	02-02-2024	Balwurk Partners	02-02-2024	Policy Review

Document Reference

[Nr] Document Title	Location
Code of Ethics	ISMS

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Introduction

Scope & Audience

At Balwurk, we recognise our responsibility as a cybersecurity organisation to operate in a manner that respects the environment, promotes social well-being, and upholds strong governance practices. We are committed to integrating environmental, social, and governance considerations into our business strategies and operations.

This ESG Policy outlines our commitment to sustainable and responsible practices, aligned with our Code of Ethics, and applies to all Balwurk employees.

Environmental Responsibility

Environmental Compliance

Balwurk will comply with all applicable environmental laws, regulations, and standards. We strive to minimise our environmental impact by implementing measures to reduce waste generation, promote recycling, and conserve natural resources.

Energy Efficiency

Balwurk will seek opportunities to improve energy efficiency in our operations, including adopting energy-saving technologies, reducing energy consumption, and promoting responsible energy use among our employees.

Emissions Reduction

Balwurk is committed to reducing greenhouse gas emissions associated with our operations. We will set targets to minimise our carbon footprint, explore renewable energy sources, and offset our emissions where feasible.

Sustainable Procurement

Our procurement processes will prefer environmentally sustainable products and services, considering recyclability, energy efficiency, and eco-friendly manufacturing practices.

Social Responsibility

Employee Well-being

Balwurk prioritises the health, safety, and well-being of our employees. We will maintain a safe working environment, provide training and resources for professional development, and promote work-life balance.

We comply with all applicable laws and regulations applicable to ensure to our employees well-being high levels.

Diversity and Inclusion

Balwurk is committed to creating an inclusive and diverse workplace that values and respects individuals from all backgrounds. We will foster an environment free from discrimination, providing all employees equal opportunities.

Balwurk ensures that no employee or potential employee is directly or indirectly discriminated against because of their colour, beliefs, race, nationality, ethnic origin, compared with a minority, marital status, pregnancy, age, disability, religious or philosophical beliefs, sexual orientation, gender, or gender reassignment and does not tolerate any type or form of harassment. Balwurk's approach in relation to diversity is based on the principle of UNGC 6, with a view to eliminating discrimination in the workplace.

Ethical Practices

As defined in the Balwurk Code of Ethics, Balwurk conducts business with the highest ethical standards, promoting integrity, honesty, and transparency. We will comply with all applicable laws and regulations and ensure our employees know and adhere to our code of conduct.

Community Engagement

Balwurk will actively engage with the communities in which we operate. This includes supporting local initiatives and encouraging employee volunteerism.

Governance

Board Oversight

Balwurk Board of Directors will provide oversight of our ESG practices, ensuring accountability, transparency, and compliance.

Stakeholder Engagement

Balwurk will actively engage with our stakeholders, including employees, clients, partners, and investors, to understand their expectations and concerns related to ESG matters.

Risk Management

Balwurk will integrate ESG considerations into its risk management processes, identifying and addressing potential risks and opportunities associated with environmental, social, and governance factors.

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Reporting and Transparency

Balwurk is committed to transparent reporting on our ESG performance, regularly disclosing relevant metrics, targets, and progress. We will strive for alignment with internationally recognised frameworks and standards.

Continuous Improvement

Balwurk regularly reviews and updates the ESG Policy to reflect evolving best practices, emerging risks, and stakeholder expectations. We will establish goals and metrics to measure our performance, conduct regular assessments, and continuously seek ways to improve ESG practices.

By adhering to this ESG Policy, Balwurk – Consulting & Technology aims to contribute positively to the Environment, Society, and Governance practices, aligning our business operations with sustainable and responsible principles.

Signature:

Ricardo Rodrigues

(CEO)