

At TXM Plant, we are committed to operating our rail plant business in a manner that integrates Environmental, Social, and Governance (ESG) considerations. This ESG policy serves as a guiding framework to ensure responsible and sustainable practices across our operations. We recognise the importance of promoting sustainable development, meeting stakeholder expectations, and contributing positively to the communities and environments in which we operate.

Environmental Responsibility

Environmental Management

We will minimize our environmental impact by adopting sustainable practices and technologies, including energy-efficient systems, waste reduction, and responsible resource management. We will strive to continually improve our environmental performance through setting targets, monitoring progress, and implementing measures to reduce our carbon footprint, energy consumption, waste generation, and water usage. We will comply with applicable environmental laws, regulations, and industry standards, and proactively seek to exceed these requirements where feasible.

Pollution Prevention

We are committed to preventing and minimising pollution in all forms, including air, water, and soil pollution. We will implement appropriate controls and technologies to mitigate the environmental impact of our operations. We will proactively identify and manage potential sources of pollution, and implement measures to prevent spills, leaks, or releases of hazardous substances.

Biodiversity and Ecosystem Conservation

We will actively promote biodiversity conservation and protect natural ecosystems. We will assess the potential impact of our activities on biodiversity and take measures to mitigate any adverse effects. We will strive to minimise our encroachment on natural habitats and support initiatives that promote biodiversity and habitat restoration in collaboration with local stakeholders.

Social Responsibility

Health and Safety

We prioritise the health, safety, and well-being of our employees, contractors, and visitors. We will provide a safe and healthy working environment, assess risks regularly, and implement appropriate measures to prevent accidents, injuries, and occupational health issues. We will provide adequate training, resources, and equipment to ensure that our employees are empowered to work safely and make informed decisions regarding their health and safety.

Employee Welfare and Diversity

We are committed to treating our employees with respect, fairness, and equality. We will provide a supportive work environment, fair compensation, opportunities for professional growth, and work-life balance. We will promote diversity and inclusion, ensuring equal opportunities for all employees, irrespective of their race, gender, age, religion, disability, or other protected characteristics.

Community Engagement

We will actively engage with local communities, understanding their needs, concerns, and aspirations. We will strive to be a responsible corporate citizen by supporting local initiatives, contributing to community development, and fostering positive relationships with stakeholders.

Governance

Ethical Business Conduct

We will conduct our business with the highest ethical standards, integrity, and transparency. We will comply with all applicable laws, regulations, and industry standards, and refrain from engaging in any form of corruption, bribery, or unethical practices.

Board Diversity and Independence

We will promote diversity in our board composition, fostering a broad range of skills, experience, and perspectives. We will maintain a board that is independent and exercises its fiduciary duties with objectivity and fairness.

Risk Management and Compliance

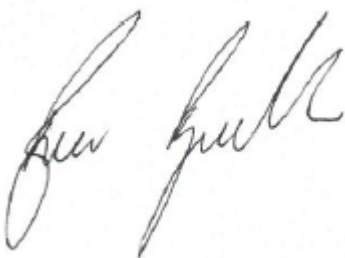
We will establish robust risk management systems to identify, assess, and mitigate ESG-related risks that may affect our rail plant business. We will regularly monitor and review our compliance with relevant laws, regulations, and ESG commitments, and strive for continuous improvement.

Reporting and Transparency

We will communicate openly and transparently about our ESG initiatives, performance, and progress towards our goals and targets. We will provide regular reports to stakeholders, sharing information about our ESG practices and responding to inquiries and concerns.

Conclusion

At TXM Plant, we are committed to the principles outlined in this ESG policy. We will integrate ESG considerations into our decision-making processes, foster a culture of sustainability, and continually improve our performance. We encourage all employees to actively contribute to the successful implementation of this policy and promote a sustainable future.



Brian Reynolds
Chief Executive Officer

Review due by 31st January 2024

