



Environmental, Social & Governance Policy



Vyta Environmental, Social & Governance

Contents

1. Purpose	2
2. Scope	2
3. Responsibilities.....	2
4. Environmental Responsibility	2
5. Social Responsibility.....	2
6. Governance and Ethics	3
7. Objectives and Targets.....	3
8. Monitoring and Reporting	4
9. Continuous Improvement	4
10. Policy Approval and Review	4

1. Purpose

Vyta Secure Ltd (Vyta) is committed to achieving the highest standards of Environmental, Social, and Governance (ESG) performance in alignment with, UK/EU regulations, and international frameworks such as UN SDGs, OECD Guidelines, and ISO standards (ISO 14001, ISO 14068, ISO 45001, ISO 27001). This policy applies to all employees, contractors, suppliers, and stakeholders.

2. Scope

This policy applies to all Vyta operations, employees, contractors, suppliers, and partners globally. Compliance with this policy is mandatory and forms part of contractual obligations for suppliers.

3. Responsibilities

The ESG Committee, supported by the Board of Directors, oversees implementation, monitoring, and continuous improvement of ESG commitments. All employees share responsibility for adhering to ESG principles.

4. Environmental Responsibility

- Vyta commits to Net Zero greenhouse gas emissions by 2050, with interim targets of 50% reduction by 2035. We will implement science-based targets, energy efficiency programs, and circular economy principles. Compliance with ISO 14001 and ISO 14068 & R2v3 is mandatory in addition we aim to minimise our environmental footprint through
 - **Sustainable Resource Use:**
 - Promoting reuse, refurbishment, and recycling of IT assets to extend product life cycles.
 - **Waste Management:**
 - Complying with the WEEE Directive and R2v3 requirements for responsible e-waste handling.
 - **Pollution Prevention:**
 - Reducing emissions, hazardous substances, and energy consumption in operations.
 - **Circular Economy:**
 - Supporting closed-loop systems and environmentally sound recovery practices.

5. Social Responsibility

- Vyta promotes Diversity, Equality, and Inclusion (DE&I), fair labour practices, and human rights across our operations and supply chain. We align with UN Guiding Principles on Business and Human Rights. Health & Safety is managed under ISO 45001. We invest in employee development, wellbeing, and community engagement.
- We strive to create a positive social impact by:

- **Human Rights:**
 - Upholding the rights and dignity of all individuals in our value chain.
- **Modern slavery**
 - covering forced labour, human trafficking, child labour, and debt bondage directly violates fundamental human rights. Vyta's ESG frameworks require companies to respect these rights across their operations and supply chain
- **Labour Practices:**
 - Ensuring fair wages, safe working conditions, and non-discrimination.
- **Community Engagement:**
 - Supporting local communities through education, employment, and digital inclusion initiatives.
- **Diversity and Engagement:**
 - Promoting a culture of respect, equity, and opportunity.

6. Governance and Ethics

- Vyta enforces zero tolerance for corruption and bribery, implements a whistleblowing mechanism, and ensures transparent reporting aligned with CSRD and GRI Standards. ESG risks are integrated into enterprise risk management. Suppliers must comply with our Code of Conduct and undergo ESG due diligence.
- We maintain high standards of governance through:
 - **Compliance:**
 - Adhering to applicable laws, regulations, and industry standards (e.g., ISO 14001, ISO 45001, R2v3, ADISA).
 - **Transparency:**
 - Reporting ESG performance and risks openly to stakeholders.
 - **Anti-Corruption:**
 - Enforcing zero tolerance for bribery, fraud, and unethical conduct.
 - **Accountability:**
 - Embedding ESG responsibilities into leadership and operational roles.

7. Objectives and Targets

- To ensure continuous improvement and alignment with our Policy commitments, Vyta establishes measurable objectives and targets for. These targets are documented in the **Vyta Objectives & KPI Plan**, which is aligned to the relevant policy, these are reviewed and updated annually.
- The plan includes:
 - Specific, measurable goals linked to this policy
 - Timelines and responsible parties
 - Progress monitoring and reporting mechanisms



8. Monitoring and Reporting

- KPIs:
 - Tracked monthly in a QESS dashboard; reviewed by the Executive Team quarterly.
- Audits
 - Planned internal audits, covering all our legal obligations and accreditation requirements.
 - Semi-annual audits for ISO 9001/14001/45001 / 27001 / 14068, ADISA and R2v3; annual external certification audits.
- Incident & Nonconformity Management:
 - Root cause analysis (5Why, Ishikawa), CAPA tracking, effectiveness verification.
- Stakeholder Reporting
 - Publish an annual Sustainability Report with targets, performance, and assurance statement.
- Whistleblowing & Grievance
 - Confidential channels for employees and suppliers; non-retaliation guaranteed.

9. Continuous Improvement

- Use **P-D-C-A** (Plan-Do-Check-Act) to drive improvements; set annual objectives.
- Engage employees through kaizen ideas, recognition programs, and cross functional improvement projects.

10. Policy Approval and Review

- This policy is approved by Executive management and is reviewed annually or when significant changes occur in business operations or legal frameworks.