Environment, Social, and Governance (ESG) Policy

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ENVIRONMENT, SOCIAL, AND GOVERNANCE (ESG) POLICY

I. Introduction

ASTR Energy is committed to conducting its business with integrity, responsibility, and transparency. As a leading Dubai-based oil trading company, we recognize our duty to operate sustainably, protect the environment, promote social equity, and ensure robust corporate governance. This Environment, Social, and Governance (ESG) Policy outlines the principles and commitments that guide our operations, decision-making, and stakeholder engagement.

2. Scope

This policy applies to all ASTR Energy employees, contractors, suppliers, and business partners globally. It is integrated into our corporate strategy, risk management, and operational practices.

3. Environmental Responsibility

ASTR Energy acknowledges the environmental impacts of oil trading and is committed to minimizing our ecological footprint.

Commitments:

- **Compliance:** Adhere to all applicable environmental laws, regulations, and international best practices.
- **Carbon Footprint:** Monitor, report, and strive to reduce greenhouse gas (GHG) emissions from operations and logistics.
- **Waste Management:** Promote efficient use of resources and implement waste reduction, reuse, and recycling programs.
- **Spill Prevention:** Implement robust spill prevention and emergency response systems during oil storage, handling, and transport.
- **Sustainable Sourcing:** Prefer suppliers and partners who demonstrate environmental responsibility.

4. Social Responsibility

ASTR Energy is committed to protecting and promoting the rights, well-being, and development of individuals within our sphere of influence.

A. Health and Safety

- Provide a safe and healthy working environment for all employees, contractors, and visitors.
- Conduct regular risk assessments and implement preventive measures to avoid occupational accidents and illnesses.
- Deliver ongoing health and safety training tailored to job-specific risks.
- Encourage a safety-first culture through employee engagement and incident reporting mechanisms.

B. Human and Labour Rights

- **Respect for Human Rights:** Uphold the principles of the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.
- **Fair Employment:** Prohibit forced labour, child labour, and all forms of human trafficking in our operations and supply chain.
- **Equal Opportunity:** Promote diversity, equity, and inclusion in recruitment, retention, and advancement.
- **Freedom of Association:** Respect employees' rights to join or form trade unions and bargain collectively.
- **Wages and Working Hours:** Ensure fair compensation and reasonable working hours in compliance with applicable labour laws.

5. Governance and Ethical Conduct

ASTR Energy maintains high standards of corporate governance to ensure accountability, ethical behavior, and long-term value creation.

Commitments:

- Maintain transparency in financial reporting, tax practices, and stakeholder communications.
- Enforce zero tolerance for corruption, bribery, fraud, and conflicts of interest.

- Establish clear roles, responsibilities, and oversight structures within corporate governance.
- Encourage whistleblowing and protect whistleblowers from retaliation.
- Conduct regular ESG audits and reviews to monitor compliance and progress.

6. Implementation and Monitoring

- The **Compliance Officer** is responsible for overseeing ESG policy implementation, training, and reporting.
- All departments must integrate ESG considerations into their planning and performance evaluations.
- ESG performance will be reported to senior management and included in the company's annual sustainability report.

7. Review and Continuous Improvement

This policy will be reviewed annually or as required by changes in regulations, stakeholder expectations, or company strategy. Feedback from internal and external stakeholders will be considered to ensure continual improvement.

8. Acknowledgement

All ASTR Energy personnel and relevant third parties are required to understand and comply with this policy.

For inquiries regarding this policy, please contact the Compliance Department at KYC@astrenergy.com.

-------- Nothing Follows ---------