

SUSTAINABILITY POLICY

1. Purpose

VIETCIS is committed to conducting its business in a sustainable, responsible, and ethical manner. This policy defines our commitments to environmental protection, occupational health and safety, labor and human rights, business ethics, and sustainable supply chain management.

2. Scope

This policy applies to all employees, contractors, and business partners of VIETCIS.

3. Environmental Responsibility

- Comply with all applicable environmental laws and regulations
- Implement and maintain ISO 14001
- Optimize energy and resource efficiency
- Reduce waste and emissions

4. Occupational Health & Safety

- Provide safe working environment
- Maintain ISO 45001
- Identify and mitigate risks
- Prevent injuries

5. Labor & Human Rights

- Respect human rights
- No forced labor or child labor
- Equal opportunity
- Fair wages

6. Business Ethics

- Integrity and transparency
- Anti-corruption
- Compliance with laws

7. Sustainable Procurement

- Evaluate suppliers with ESG criteria
- Encourage responsible suppliers

8. Continuous Improvement

VIETCIS commits to continuous improvement through audits and monitoring.

9. Commitment

Approved by VIETCIS Management.

Date: 01 January 2026

Review Date: January 2027

Authorized by: Director – Duong Hoai Nam



GIÁM ĐỐC

Dương Hoài Nam