

1. Introduction

This document outlines our dedication to upholding environmental, governance and social responsibilities. It includes our intentions and principles in relation to our overall performance and provides a framework for action and setting our goals and objectives.

2. Quality policy

To achieve our goals and guarantee the quality of our products and services we follow process management principles which allow us to continuously improve our operations.

Each day offers new opportunities and possibilities to realize our ambitions, improve quality, reduce internal costs and serve our customers in a timely manner. The Infinite management team is responsible for the management of our organizations and for the quality of the services we provide.

The main objective of the Infinite Management team (and the Leadership Team) regarding the guidance of our employees is to help them grow by avoiding the repetition of mistakes. Errors and mistakes will be made, but we want to make sure the same ones are not recurring.

The management team's goals are as follows:


- Objectives as stated in the vision and mission
- Help employees grow their professionalism
- Comply with laws and regulations
- Safety and well-being of employees
- Meet wishes, expectations and demands of customers
- Continuous focus and improvement of quality of service
- Continuous optimise our internal processes
- Manage/ reduce risks from inside and outside of the organisation

3. Environmental policy

The Infinite Group is committed to protecting the environment, the health and safety of our employees, and the community in which we conduct our business in. This is emphasized through our goals, activities, and willingness to take responsibility for the future generations. We strive for meeting or exceeding all environmental regulatory requirements and for continuous improvement in our business operations to reduce our impact on the environment by following responsible purchasing practices and reducing waste generation, use of natural resources and carbon emissions.

The management team's goals are as follows:

- To contribute to the reduction of contamination of air, water and soil
examples: promote sustainable commuting, monitor our energy consumption, car tire check, building insulation
- To contribute to reduction of waste and use of raw materials
examples: efficient packaging and waste separation, BuyBack as-a-Service (BBaaS), refurbished, 'fit for purpose'
- To raise awareness internally and externally
examples: Purchasing policy, internal trainings, SOP, Supplier Code of Conduct
- To comply with environmental law and regulations
examples: regular monitoring

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4. Occupational Health & Safety policy

The Infinite Group is dedicated to ensuring the well-being and safety of our employees, contractors, and visitors within our workplace. We are committed to creating a work environment that prioritizes occupational health and safety in all aspects of our operations.

This commitment is reflected in our objectives, actions, and accountability towards safeguarding the health and safety of our workforce and the surrounding community. We endeavor to comply with all relevant occupational health and safety regulations and standards, striving for continual enhancement in our practices.

The management team's goals are as follows:


- Implement and uphold comprehensive occupational health and safety management systems that identify, assess, and mitigate risks associated with our operations.
- Provide adequate resources, training, and supervision to ensure that employees and contractors can perform their duties safely and effectively.
examples: ERO- training, heftruck/reachtruck training, VCA-training, leaflet 'Veilig werken op Locatie' provided for contractors.
- Investigate and address all incidents, near misses, and hazards promptly, aiming to prevent recurrence and promote continuous improvement.
examples: QMF form
- Promote the adoption of ergonomic principles and safe work practices to minimize the risk of workplace injuries and illnesses.
examples: Be all you can Be program.
- Foster a supportive environment where employees feel empowered to raise concerns, report hazards, and contribute to the ongoing enhancement of our health and safety programs and foster psychological safety in the work environment as addressed in our anti-bullying, harassment, discrimination, and abuse of authority policies.
examples: Arboplan, confidentiality person, idea form, short lines, and managers.

Through these efforts, The Infinite Group aims to foster a workplace where every individual can thrive, free from harm or injury, and contribute to the collective well-being of our organization.

4. Social equity, Labour & Human rights

The Infinite Group recognizes that respect for the rights and dignity of all individuals is fundamental to our success as a responsible and ethical business. We are committed to upholding and promoting equality, diversity, labour rights and human rights throughout our operations and the supply chain.

We are dedicated to fostering a work environment for our employees that values diversity, equality, and fair treatment, and to ensuring that our business practices contribute to the protection and advancement of human rights globally. We abide by all health and safety regulations in our office locations and are focused on making sure employees are happy, experience freedom to express themselves and actively search for their way to make personal impact on the organization.

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The company values can be found in the Culture sheet.

5. Community involvement

We believe in being an active corporate citizen, dedicating to making a positive impact in the communities where we operate and the development of the IT industry.

6. Governance and ethics

At the Infinite Group, decisions and actions should always be guided by our commitment to a strong work ethic and integrity. The SOP captures clear guidelines for every employee on how we expect every Group member to act daily towards stakeholders and outside our organisation.

Our governance structure is designed to ensure compliance to various policies, such as:

- Business ethics,
- General ethics (e.g., discrimination, harassment),
- Information security,
- (Environmental) law and legislation,
- Corruption,
- Fraud,
- Conflict of interest,
- Sensitive transactions.


7. Purchasing policy

Part of our long-term commitment to the environment is to act in accordance with a purchasing policy. The goal of this policy is to ensure that internal and external products and services purchased or contracted, confirm with our goals.

By sharing our sustainability incentives and inquiring about the existing and future vendors' and suppliers' sustainability commitments, we want to send a clear signal about our commitments and hope to support wider adoption of more sustainable products and practices.

Our Purchasing policy is covered in the standards operating procedures (SOP) and the Supplier Code of Conduct.

The CEO and COO

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Signatures

Martijn Niessen
Date: 02-05-2024

and Gérald Dulac
Date: 02-05-2024