

TITLE:	Corporate Sustainability Policy
POLICY OWNER:	Chief Financial Officer
ID / VERSION NUMBER:	ESG002 V1
EFFECTIVE DATE:	April 14, 2023

PURPOSE:

The purpose of this policy is to define commitment to corporate sustainability at Calian.

SCOPE:

This policy applies to Calian Group Ltd. and its subsidiaries (collectively “**Calian**”), including all Calian employees, contractors, officers, executives, management and any other parties conducting work on Calian’s behalf (collectively the “**Calian Workforce**”). At Calian’s discretion, any vendors, suppliers, customers, consultants, partners or any other third parties conducting business with Calian (collectively “**Third Parties**”) may also be bound by this Policy as a condition of doing business with Calian.

POLICY:

Calian is a four-segment organization that focuses on Advanced Technologies, Health, Learning and IT & Cyber Solutions. Our mission as an organization is to help the world communicate, innovate, learn and lead safe and healthy lives—today and tomorrow. We are committed to creating long-term stakeholder value through sustainable business practices. The Calian corporate sustainability policy is based on human and social capital, and economic and environmental sustainability. Our ESG vision Calian CARES™—Collaboration to Advance Resilience Excellence and Sustainability, builds on our mission, values, historical commitment to social responsibility and key competencies. It provides a framework and focus for our activities and corporate communications related to ESG.

Environmental sustainability: Our environmental approach is to minimize the impact of our operations on the environment. We are committed to continual improvement throughout our business segments to reduce our impact on the environment.

Social Sustainability: Calian social practices strongly focus on reducing inequality and improving inclusivity. Electing 8 of the UN sustainable development goals as a standard to social and economic improvement helps align our corporate strategy with the needs of today's society. By leveraging our core competencies, supporting diversity, equity, and inclusion, including our people, Indigenous communities, and investing in innovation, we are committed to creating a more resilient, sustainable world.

Human Sustainability: Our focus on human sustainability affects those who are directly and indirectly involved in the organization’s production chain and services. Employees are provided with tools that allow them to flourish which enhances resiliency, and the collective ability to meet

the demands of clients and communities. Our strategy embraces employee skills development and community safety.

Economic Sustainability: Our economic sustainability practices support long-term economic development without negatively impacting natural or human resources. We have a well-defined corporate governance strategy, overseen by our Board of Directors. The Governance and Risk Committee mandate includes oversight of the environmental, social and governance strategy and enterprise risk management framework.

We support sustainability by adhering to the following:

- Calian's Guide to Ethical Business Practices
- Calian UK Modern Slavery Act Statement Fiscal Year 2022
- Diversity, Equity and Inclusion Policy
- Employee Resource Groups Policy
- Environmental Policy
- Indigenous Engagement Policy
- Occupational Health and Safety Policy
- Privacy and Personal Information Protection Policy
- Short Term Disability Policy
- Social Procurement Policy
- Workplace Discrimination, Harassment, Bullying & Violence Policy