

## Environmental & Sustainability Policy

neOOne Associates Sdn Bhd is committed to integrating environmental stewardship, social responsibility, and economic resilience into the core of our business operations. Guided by the principles of ISO 14001 (Environmental Management Systems) and ISO 14064 (Greenhouse Gas Accounting and Verification). We strive to reduce our ecological footprint while advancing sustainable learning and development practices.

### Our Commitment

1. Implement and continually improve environmentally responsible practices across all business operations.
2. Minimise waste and resource consumption through our digital-first, paperless operations.
3. Promote hybrid and virtual training delivery to reduce travel-related carbon emissions.
4. Engage suppliers and partners who share our sustainability values and ethical standards.
5. Foster awareness of sustainability and the United Nations Sustainable Development Goals (SDGs) across all neOOne programs and initiatives.
6. Comply with relevant environmental legislation and continually improve performance through internal reviews.

### Alignment with SDGs

Our actions directly support the following UN Sustainable Development Goals:

SDG 4 (Quality Education),  
SDG 8 (Decent Work & Economic Growth),  
SDG 9 (Industry, Innovation & Infrastructure),  
SDG 13 (Climate Action),  
and SDG 17 (Partnerships for the Goals).

neOOne's leadership team endorses this policy and applies to all staff, partners, and associates.