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COMMITTED TO ENVIRONMENTAL EXCELLENCE

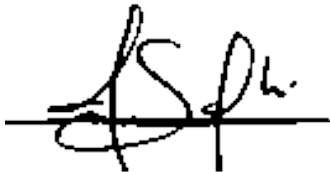
Our vision of Environmental Excellence is shaped by our core values of integrity, accountability, trust and transparency, and teamwork. Environmental Management System is a component of GBC Integrity Management System that makes Environmental Management System an essential part of our management and decision-making process. It provides us with the company-wide standards, procedures, and best practices to attain world-class Environmental performance. It helps us forge a strong Environmental culture and proactive mind-set focused on constantly improving our Environmental awareness, skills, leadership and result. Our Environmental Policy represents an ironclad commitment by our entire workforce to take actions that maximize sustainable value for our employees and other key stakeholders.

ENVIRONMENTAL GUIDING PRINCIPLES

- We strive to prevent and minimize adverse environmental impacts, including waste, emissions and discharges, from our operations.
- We also reduce our environmental footprint by continually improving the efficiency of our natural resource consumption.
- We promote the responsible use and multiple use and multiple benefits of our products throughout their entire lifecycle by helping our customers design and manufacture innovative, safe and reliable products.
- We encourage our employees to adopt environmentally conscious lifestyle both at work and home.
- We endeavor to protect and restore natural biodiversity

TO SUPPORT OUR ENVIRONMENTAL POLICY, WE:

- Foster open and transparent communication to build long-term stakeholder relationships and generate sustainable Environmental improvements and value.
 - Comply with and, where possible, exceed applicable laws and our own Environmental Management System standards.
 - Develop and implement innovative technologies, industry best practices and effective management systems.
 - Require our managers to take ownership of our Environmental Management system and visibly demonstrate their Environmental commitment.
 - Select our partners on the basis of their commitment to meet our environmental requirements.
 - Regularly audit our sites and publicly report our environmental performance.
 - Encourage, recognize and reward positive contributions to GBC'S Environmental performance.
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Frederick SARKODIE PEPRAH
(General Manager)

April 2022