

CSR & Sustainability Policy

Policy Area: Socio & Environmental Responsibility

Applies To: Employees, partners, suppliers, agents, and all operations worldwide

1. Purpose

This policy demonstrates Maxwell's commitment to sustainable business practices by minimising environmental impact, promoting social responsibility, and ensuring ethical and transparent operations aligned with FIDI-FAIM expectations and recognised green logistics and CSR practices.

2. Scope

This policy applies to all Maxwell employees, partners, suppliers, agents, and operations worldwide, including transport, warehousing, packaging, relocation/moving services, and administrative offices.

3. Policy Statement

Maxwell is committed to:

- Minimising environmental footprint through energy-efficient operations, waste reduction, eco-friendly packaging and logistics, and sustainable supply chain practices.
- Transitioning transport operations towards low-emission, CO₂-efficient vehicles and cleaner fuel/energy sources, aiming to significantly reduce greenhouse-gas emissions from freight and transport operations.
- Upholding fair labour practices, promoting diversity, inclusion, and employee well-being, supported by ethical and transparent conduct at all levels.
- Supporting social responsibility by engaging with and giving back to communities through health, education, welfare, and social support initiatives.
- Operating with transparency, integrity, and compliance with applicable laws and standards, aligned with FIDI-FAIM guidelines.

4. Environmental & Sustainability Commitments

To realise environmental objectives, Maxwell commits to the following operational practices.

4.1 Vehicle & Transport Emissions Reduction

- Gradually deploy low-emission or electric/hybrid vehicles in the fleet where feasible.
- Explore alternative fuels and cleaner energy options for transport operations.

4.2 Route & Load Optimisation / Multimodal Logistics

- Use efficient route planning and consolidate loads to reduce per-shipment emissions.
- Where possible, adopt multimodal transport (air, rail, sea, or combined transport) to reduce per-shipment CO₂ footprint.

4.3 Eco-friendly Packaging & Materials

- Use recyclable, biodegradable, and reusable packaging materials.
- Reduce plastic usage and shift towards eco-friendly alternatives.
- Minimise excess packaging and adopt right-sized packaging.

4.4 Waste Reduction, Reuse & Recycling

- Implement waste segregation across facilities and operational sites.
- Recycle plastic, paper, cardboard, and other suitable materials.
- Encourage reuse where operationally safe and feasible.

4.5 Resource & Energy Efficiency In Offices & Warehouses

- Promote paper-use reduction with a target of a minimum 50% reduction.
- Minimise energy use using measures such as LED lighting and efficient HVAC systems.
- Explore renewable energy options such as solar power where feasible.
- Adopt digital documentation and communication to reduce paper dependence.

4.6 Monitoring & Reporting

Maxwell tracks key environmental metrics and reports periodically, including:

- CO₂ emissions (fleet and operations)
- Energy consumption
- Waste generation and recycling
- Resource consumption (paper and plastic)
- Packaging material usage

5. Social & Community Initiatives

Beyond environmental responsibility, Maxwell supports social welfare and community initiatives.

At present, Maxwell management contributes to social welfare and community support through initiatives such as:

5.1 Health & Wellness Activities

- Periodic health-awareness programmes
- Free check-ups
- Blood donation camps

5.2 Social Welfare / Aid

- Food distribution drives for economically disadvantaged people and families

5.3 Support For Education

- Support education for underprivileged children
- Emphasis on promoting girl-child education
- Scholarships or educational material donations, where feasible

5.4 Awareness Campaigns & Support Programmes

- Social awareness campaigns such as health awareness, cancer awareness drives, and community welfare campaigns

5.5 Community Engagement & Volunteering

- Encourage employees and partners to volunteer and participate in social services
- Collaborate with local NGOs and community groups to maximise outreach

6. Sustainability Initiatives And Targets

Maxwell is committed to initiating socio-environmental initiatives planned during 2026.

Initiative Description	Target
Implement low-emission vehicles in the fleet	December 2026
Reduction of paper consumption – minimum 50%	December 2026
Eliminate single-use plastics	March 2027
Organise health/social welfare events – at least 02	December 2026

7. Implementation & Monitoring

Maxwell maintains records for sustainability implementation, including:

- emissions data
- energy, waste, and resource consumption records
- packaging usage and recycling records
- social activities (date, participants, beneficiaries, outcomes)
- supplier compliance records

8. Review

This policy is reviewed annually (or as required). Commitments, targets, and procedures may be updated in line with operational changes, regulatory changes, stakeholder feedback, and evolving sustainability standards, including FIDI-FAIM guidance.

9. Continuous Improvement & Long-Term Vision

Maxwell treats sustainability and social responsibility as a long-term journey, not a one-time initiative. The organisation commits to continuous improvement by exploring opportunities such as renewable energy use in warehouses, route optimisation, and green packaging innovations, while engaging with stakeholders.
