



CORPORATE SOCIAL RESPONSIBILITY

Falcon Lease

Updated as at 1 July 2023

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1. Introduction

Falcon Lease recognises the importance of Corporate Social Responsibility (“CSR”) and ensures our growth is beneficial to society whilst minimising our impact on the planet. This includes our approach to social, labour, human rights, governance, ethical trading and bribery. This CSR Policy aims to provide commitment to our stakeholders (customers, employees, suppliers and shareholders), society and communities that Falcon Lease works ethically, considers human rights in all of our endeavours as well as the social, economic and environmental impacts of every business decision.

2. Falcon Lease

Falcon Lease is an international tank container lessor pursuing steady growth across an expanding global footprint. With more than 100 years of combined experience in container leasing, our management team leverages the strength of family-based ownership to create long-term relationships with our clients, suppliers, partners, and employees. We combine our passion for outstanding client service with deep industry knowledge, best-in-class equipment, tailored financial products, and agility to exceed our clients’ expectations.

Our mission is to provide a solutions-driven, flexible leasing service to our clients and partners by leveraging our experience, systems capabilities, vendors, and strong financial backing. Our vision is to achieve preferential customer, vendor and employer status in each of our target market segments.

Our values can be defined as below:

- To act with uncompromising integrity in all of our business conduct
- To provide remarkable customer service
- To act as a high-performing team
- To strive for relentless improvement in all areas of our business

In 2021 Falcon Lease was acquired by Sasser Family Companies, a Chicago based transportation asset leasing company. In 1928 Fred H Sasser started a refrigerated rail service business in a small Chicago railyard. Nearly 100 years later, Sasser have grown into a successful fourth generation family of rail, automotive, aviation transportation businesses. Guided by stewardship, integrity and respect, Sasser’s leadership team embraces the value of making our family of companies stronger and more integral to the transportation industry for generations of customers and employees to come. At Sasser, culture is seen as the outcome of what we do every day. Both Sasser and Falcon Lease are thoughtful and intentional about the kind of culture we want to nourish and grow – one that is employee-driven and opportunity-based.

3. Environmental Impact

Falcon Lease is committed to promoting our community, our colleagues, corporate stewardship and the environment. Falcon Lease promotes the use of ISO tanks as a safe and sustainable method of transporting bulk liquids and gases. An ISO tank is inherently sustainable, over 90% of an ISO tanks material is made from recyclable stainless steel and they are made with an estimated lifespan of over 20 years. At the end of life an ISO tank may either be used as storage containers or scrapped

and recycled. Compared with single-use plastic flexibags, an ISO tank is reusable and as a result saves approximately 40kg of plastic per shipment.

Our ISO tanks are built and certified in compliance with the International Convention for Safe Containers ISO and other applicable safety laws, regulations and codes. In order for the safe transportation of bulk liquids and gases we require our tanks to be maintained, repaired and inspected throughout their lifespan to ensure continued compliance with these standards. This in turn ensures the potential for leakage and damage is minimised as much as is possible. We are in regular communication with our customers and our suppliers to ensure ongoing learning and development of new initiatives to help improve ISO tank design to increase safety measures and reduce environmental impact.

In our commitment to reducing our environmental footprint we pledge to:

- Responsibly source from our suppliers the most environmentally friendly materials to build our ISO tanks;
- Use resources efficiently and with minimal waste;
- In doing the above also ensure our energy and water consumption is kept as low as possible;
- Reduce harmful emissions and minimise disposal of waste to landfill;
- Continue to educate ourselves and explore new and alternative initiatives or processes and technologies to reduce our impact on the environment;
- Continue to raise awareness regarding environment policies and encourage our employees to reduce, reuse and recycle waste arising from office activities and working in an entirely digital process flow and not printing unless legally required; and
- Comply with all applicable environmental laws and regulations.

4. Social Responsibilities

As a business of Sasser family of companies, Falcon Lease look to our employees for their ideas, input, and initiative to drive our success. As we navigate ever-changing industries and the relentless pursuit of continuous innovation, integrity and co-accountability define the way we relate to one another and our customers. Along with being employee-driven, we are also an opportunity-based organization that empowers those who take on challenges to help us succeed. Regardless of role, we invest in people to develop their leadership potential and instill a culture of teaching and learning.

Human Rights

Falcon Lease is an equal-opportunity employer and is firmly committed to non-discrimination and equal employment opportunities for all employees and qualified job applicants. Falcon Lease promotes open communication. By having an “open door” policy, we strongly encourage our managers and supervisors to be accessible and available. The Company values the input of employees and encourages employees to have open discussions with their managers and supervisors to communicate their views and concerns.

Protecting People

The health and safety of employees and community are of critical concern to the Company and we strive to attain the highest possible level of safety in all activities and operations of the business. Falcon Lease promotes an active and healthy lifestyle and support equality, diversity and inclusion.

Anti slavery, Human Trafficking and Child Labour

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, and forced and/or compulsory labour and human trafficking in order to exploit them for personal or commercial gain. Falcon Lease have a zero tolerance for slavery and human trafficking in any part of our business, including our supply chains. We have a number of policies in place to ensure all our employees have the right to work and are paid fairly, that we act with integrity and ethically, and that we have effective measures in place to ensure slavery is not present anywhere in our business or supply chain. This includes our Equal Opportunities policy contained within our Employee Handbook, which encompasses recruitment, promotion, training, performance management and reward. Our principles of fair treatment and respect are also applied to our relationships with customers, suppliers, contractors, shareholders and other stakeholders.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Community and Social Development Support

Sasser's tradition of giving back spans several decades, with members of the Sasser family, our employees, and leadership helping to support the communities where we live and work. Led by a Change For The Better Committee, which was launched in 2015, all Sasser employees in all of their business units are given the time and resources to support the charities and causes that are most important to them—helping to improve the quality of life in communities near and far. Falcon Lease observe this culture as led by Sasser and look to give back in any way we can to our communities. Falcon Lease encourages its employees to support the communities through charitable giving, volunteering and other forms of community engagement.

Code of Business Conduct and Ethics

The Company Code of Business Conduct and Ethics sets a high standard for behavioral conduct including areas such as workplace health, safety and environment, human rights, harassment and discrimination, conflicts of interest, gifts and whistleblower. Every employee is familiarized with the Code during onboarding and encouraged to report suspected violations to senior management or Human Resources. The Code is spelt out in employee offer letter and more detailed guidance are in the Employee Handbook. A copy of Employee Handbook is available in Company's shared folder.

Responsibility to Suppliers

The Company adheres to covenants that are fair to suppliers; abides by the prescribed anti-corruption measures; respect the rights in property or ownership of suppliers; not takes advantages over suppliers and promotes joint activities with suppliers in respect of corporate social responsibility.

The Company abides by agreements concluded with suppliers. In the case that the Company cannot repay the debt as scheduled, the Company shall inform the supplier so as to solve the matter together.

The Company competes fairly in business and does not cheat, obstruct or do any act against fair competition which is prohibited by law.

Responsibility to Customers

Falcon Lease is determined to source products that meet the satisfaction and utmost benefits of customers and adheres to deal with customers with responsibility and honesty in accordance with the following policies.

- The Company regards the quality and standard of the products as essential and ensure that customers shall get good quality products with utmost satisfaction.
- The Company regards product safety as essential and ensure compliance with relevant international standards.
- The Company respects fair marketing by providing customers the information relating to the products which is correct and undistorted so that the customers get correct and relevant information for decision making.
- The Company responds to the customers' need in due time.
- The Company keeps confidential the customers' information and does not use the information illegitimately.