

POLICY ON PROTECTED AREAS AND HIGH BIODIVERSITY VALUE (HBV) AREAS

Company: HiQ Services

Version: 2.0

Effective Date: July 2025

Review: Annual

Approved By: Managing Director

1. Purpose

HiQ Services is committed to protecting biodiversity and avoiding adverse impacts on protected areas, ecologically sensitive regions, and High Biodiversity Value (HBV) areas. The Company recognizes that conservation of natural ecosystems is essential for sustainable development and responsible business operations.

This policy establishes our commitment not to knowingly undertake or support activities that could result in significant adverse impacts on legally protected areas, UNESCO World Heritage Sites, Ramsar Wetlands, Key Biodiversity Areas (KBAs), wildlife sanctuaries, national parks, critical habitats, or areas supporting threatened, endangered, or vulnerable species unless all applicable legal approvals have been obtained and impacts are appropriately assessed, avoided, minimized, and mitigated.

2. Scope

Applies to all HiQ operations, project sites, offices, contractors, suppliers, subcontractors, and business partners involved in projects executed by or on behalf of the Company.

3. Policy Statement

HiQ shall:

- Avoid operating in protected or high biodiversity value areas wherever feasible.
- Conduct environmental and biodiversity due diligence before commencing projects.
- Comply with all applicable environmental and wildlife legislation.
- Respect legally protected habitats and conservation areas.
- Avoid activities that may lead to habitat destruction, fragmentation, pollution, or disturbance to wildlife.
- Support clients in implementing environmentally responsible project practices.

4. Biodiversity Risk Assessment

Before accepting or mobilizing a project, HiQ will review available environmental information, identify whether the project is located within or adjacent to protected or sensitive ecological areas, evaluate potential biodiversity risks, and implement appropriate control measures. Where significant impacts are identified, the Company will work with the client to avoid or minimize those impacts.

5. Operational Controls

The Company shall implement measures including pollution prevention, waste management, spill prevention, erosion control, dust suppression, responsible water use, noise control, and emergency preparedness to reduce environmental impacts. Employees and contractors shall not hunt, fish, collect wildlife, remove vegetation, or damage habitats while performing Company work.

6. Supplier and Contractor Expectations

Suppliers and contractors are expected to comply with this policy, applicable environmental laws, and project-specific biodiversity requirements. Non-compliance may result in corrective action or termination of engagement.

7. Monitoring and Improvement

Environmental performance and biodiversity-related risks shall be reviewed periodically through inspections, audits, management reviews, incident reporting, and corrective actions to support continual improvement.

Appendix – Implementation Commitments

1. Commitment

HiQ will integrate biodiversity considerations into planning, procurement, project execution, training, contractor management, environmental monitoring, stakeholder engagement, legal compliance, incident reporting, and periodic management review. Where projects are located near environmentally sensitive areas, additional controls and monitoring shall be implemented to avoid or minimize impacts.

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Authorized Signatory
Managing Director
HiQ Services.

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