

## Junair Governance Statement

At Junair Spraybooths Ltd we recognise that governance excellence reinforces trust, accountability and long-term sustainability. We are committed to upholding the following values and commitments.

### Our Commitments

**Board Accountability** – We commit to robust governance mechanisms at all levels. Our board ensures strategic guidance, risk management and ethical conduct. We hold ourselves accountable to our sustainability goals.

**Transparency & Reporting** – We pledge transparent reporting on governance practices. Regular disclosures will cover risk management, compliance and adherence to ESG principles.

**Ethical Conduct** – Our commitment extends to ethical behaviour. We maintain a code of conduct that guides decision-making, promotes integrity and prevents conflicts of interest.

**Stakeholder Engagement** – We engage with stakeholders, including employees and communities. Their input informs governance decisions ensuring alignment with broader interests.

**Risk Oversight** – Our governance framework includes robust risk oversight. We actively manage risks associated with our business operations, including ESG related risks.

### Our Goals

Our key Governance goals are to consistently improve our organisation's governance throughout all our operations. We aim to achieve this by:

- Aiming to diversify our management team further, ensuring representation across gender, ethnicity and expertise with the end goal of fostering better decision making and governance.
- Continue to integrate ESG considerations into our governance processes by means of risk assessment and performance metrics.
- Continuing to strengthen our internal controls by refining processes, ensuring compliance and minimising our operational risks.
- Develop a comprehensive climate resilience strategy by assessing climate related risks, implementing mitigation measures and disclosing progress transparently.
- Raise awareness of ethics for all employees, emphasising governance principles, compliance and decision-making.