



Environmental and Social Responsibility Policy

Approved by the Board of Directors on March 12, 2020

ENVIRONMENTAL AND SOCIAL RESPONSIBILITY POLICY

The purpose of this Policy is to outline how Andlauer Healthcare Group Inc. (the “**Company**”) approaches environmental sustainability and social responsibility from a corporate governance perspective and outline the commitments the Company has adopted in order to embed these practices into its business model.

Specifically, the Company commits to:

- comply with all applicable environmental laws and regulations;
- assess sustainability-related risks and capture value-added opportunities;
- support diversity and inclusion;
- aim to provide safe and healthy environment for all employees and drivers; and
- promote a culture where all of the Company’s employees share the above commitments.

The Company is committed to the well-being of the many communities in which it serves and believes environmentally sustainable and socially responsible business practices may add value for all stakeholders.

The board of directors of the Company (or a committee thereof) will review this Policy periodically and assess its effectiveness in connection with the Company’s ongoing operations.