

Corporate social responsibility policy

Policy brief & purpose

Our Corporate Social Responsibility policy reflects our understanding that our company is part of a bigger system of people, values, other organisations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

Scope

This policy applies to our company. It may also refer to suppliers and partners.

Policy elements

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: **compliance** and **proactiveness**. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

Compliance

Legality

Our company will:

- Respect the law
- Honour its own internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Business ethics

We will always conduct business with integrity and respect to human rights. We will promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

Protecting the environment

Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We will always follow best practices when doing so.

Protecting people

We will ensure that we:

- Do not risk the health and safety of our employees and community.
- Support diversity and inclusion.

Human rights

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We will ensure that our activities do not directly or indirectly violate human rights.

Proactiveness

Preserving the environment

Our company will proactively protect the environment by:

- Recycling
- Conserving energy
- Using environmentally-friendly technologies

Supporting the community

Our company may initiate and support community investment and educational programmes. It may support educational programmes for people with medical conditions.

Learning

We will be open to suggestions and listen carefully to ideas. Our company seeks continuous improvement in the way it operates and will ensure that relevant training is available to all employees.



We are committed to the United Nations Global Compact. We will act to promote our identity as a socially aware and responsible business. Management will communicate and support this policy on all levels.

Adopted 15 August 2019