



SOCIAL RESPONSIBILITY POLICY

POLICY

COMMITMENT

The Company is committed to:

- Continuous improvement of the Corporate and Social Responsibility (CSR) strategy
- Encouraging our associates to apply company standards
- Implementation of the CSR strategy
- Compliance with all relevant legislation

ETHICS OF CONDUCT

Our policy is to conduct our business in a manner which ensures:

- Fair treatment of all employees and customers
- The transparency of our policies and business practices
- High standards in all matters relating to health and safety in workplace
- Ethical business practices in all our actions

Human Rights

- We support and respect the protection of internationally declared humanitarian's rights
- Suppliers are actively encouraged to adhere to international standards for Human Rights

SOCIETY

- We effectively support the needs of the local community and undertake initiatives according to local needs
- Our influence on the local and wider community is understood and nurtured
- We encourage dialogue with the local community for mutual benefit

All employees are responsible for complying with this policy and for ensuring that the standards of behavior required by the company applied through:

- The equal treatment of others and the avoidance of any direct or indirect form discrimination, victimization or harassment,
- Informing the Supervisors of any suspected violation thereof policy and
- Cooperation to promote a harmonious working environment free from discrimination, harassment and bullying.