SOCIAL RESPONSIBILITY POLICY

Company operates in a socially responsible manner, ensuring the safety of people and the environment, through transparent and ethical behavior, respecting the following principles:

- Accountability for the organization's impacts on society and the environment;
- Transparency in the organization's decisions and activities that have impact on society and the environment;
- Ethical behavior at all times;
- Respect, consider and respond to the interests of the Company's stakeholders and employees;
- Accept that respect for the rule of law is mandatory;
- Respect international norms of behavior, while adhering to the principle of respect for the rule of law; and
- Respect human rights and recognize both their importance and their universality.

The Company addresses the following core subjects in order to identify the issues and the priorities that are relevant for the organization:

- ✓ **Organizational Governance**
- ✓ **Human Rights**
- ✓ **Labour Practices**
- ✓ **Environment**

Our commitment to this objective is emphasized by company employees' daily routine/ actions, practices followed and dedication to company's programs.

Our aim is to integrate sustainable thinking and corporate social responsibility into all our business processes and business relationships. Employee skills and competencies are developed by continually raising awareness and impartment of training.

As company's operations have a global influence, we work diligently with our employees, local communities and internationally recognized bodies to ensure that social factors are integral to our business principles.

Company promotes continual improvement as a principal driver by knowledge-sharing practices and the timely review of our management systems while always meeting or exceeding all applicable legislative and regulatory requirements.