

# Corporate Social Responsibility Policy

*Implementation of ISO 26000 and UN Global Compact guidelines*

The fundamental principles of social responsibility, which are defined below, are in line with the values of the Sonceboz Group, an innovative and sustainable company, as well as the legitimate aspirations of our stakeholders, to act as a responsible company and create sustainable relationships with our customers. These principles are deployed as follows:

- **Human rights** - ISO 26000 §6.3, UN Global Compact Principle 1, 2, 3, 4, 5 & 6

The Sonceboz Group remains vigilant and has a policy of identifying, preventing and addressing actual or potential effects on human rights and adherence to the ILO Fundamental Principles and Rights at Work, including elimination of any form of forced or compulsory labor and abolition of child labor.

In particular, we follow *OECD Due Diligence Guidance* on materials from conflict zones.

- **Employment relations and conditions** - ISO 26000 §6.4

The Sonceboz Group is committed to ensuring the quality of employment relations and the right of men and women to physical and moral integrity at work:

- Strict application of current regulations and collective agreements (e.g. employment contracts, personal data protection, social protection);
- Respect for and encouragement of social dialogue;
- Prevention of accidents at work and occupational conditions in accordance with the principles of reference documents ISO 45001 / ILO OSH 2001;
- Development of a conducive and fulfilling work environment.

- **Environment** - ISO 26000 §6.5, UN Global Compact Principle 7, 8 & 9

The Sonceboz Group is committed to reducing the impact of its decisions and activities. We show environmental responsibility and manage environmental risk through:

- Strict adherence to regulatory requirements;
- The prevention of pollution and limiting the impact thereof;
- Initiatives for reducing the consumption of natural resources and restriction of our environmental footprint;
- Maximizing the recycling of any waste generated.

We have had ISO 14001 certification for our policy of continuous improvement since 2002.

- **Sphere of influence** - ISO 26000 §6.6, UN Global Compact Principle 10

The Sonceboz Group has a policy of ethical conduct for its relationships with partners, suppliers, sub-contractors, clients, public bodies and associations:

- Against the abuse of power and all forms of corruption;
- Respect for property rights;
- Ban on activities involving misinformation, false declarations, threats or coercion;
- Promotion of social responsibility in the value chain.