



Corporate Social Responsibility Policy



CORPORATE SOCIAL RESPONSIBILITY POLICY

Table of Contents

- Introduction2
- Corporate governance3
- Ecological aspects for environmental protection4
- Social aspects for employees’ rights5
- Social aspects for human rights6
- Social aspects for customers7
- Social aspects for suppliers.....8
- Social aspects for communities9

Introduction

The Cerdia Group is committed to conducting all aspects of its business in compliance with the highest Corporate Social Responsibility standards and expects all employees and other persons acting on its behalf to uphold this commitment. In accordance with this commitment the Executive Board of the Cerdia Group has adopted this Policy as of the date hereof.

As an integral part of Cerdia's strategy, Corporate Responsibility is closely linked to our day-to-day actions. Our approach is based on an ambitious framework for responsible corporate actions. This integrates social and environmental concerns in business operations and interactions with our stakeholders.

Following the fundamental principle and standards of **ESG - Environment, Social and Governance** - we focus on three aspects of sustainability, which translate into our target areas. Our strategic focus and this practical frame enable our leaders to identify directions, concrete actions, and clear responsibilities for continuous improvement of our processes, all based on **ISO-26000 guidelines**.

Corporate governance



Our commitment to our stakeholders:

- Create processes to enable our company to take responsibility for the impacts of our decisions and activities and to integrate social responsibility throughout the organization and its relationships.
- Develop strategies, objectives, and targets that reflect our commitment to social responsibility.
- Conduct all aspects of our business in compliance with the highest legal and ethical standards fostering Cerdia's Compliance Culture corporately.
- Listen, engage and work with stakeholders to understand and address their concerns and expectations and cooperating with governments and organizations to target continuous improvement.
- Uphold the highest standards and preventing bribery, kickbacks, or corruption of any kind, directly or through third parties in line with Cerdia's Code of Conduct and in compliance with local applicable Laws.
- Encourage our employees, partners, representatives and suppliers to report violations of the organization's policies and unethical and unfair treatment by adopting mechanisms that enable reporting and follow-up action without fear of reprisal strengthening Cerdia's Open Door Policy and Compliance Culture.
- Openly communicate about our activities and products, encouraging dialogue and reporting progress on our health, safety, and environmental performance.

Ecological aspects for environmental protection



Our commitment to the environment:

- Promote a comprehensive approach to Environmental Management and Sustainability in all aspects of our products life cycle including design, manufacturing, distribution, use, recycle and disposal activities pursuing a sustainable consumption.
- Aim to continuously reduce emissions, waste generation, and the consumption of energy, raw materials, water and other natural resources, promoting a circular economy, and addressing climate change contributing to the UN Sustainable Development Goals (SDGs).
- Ensure our facilities are built, operated and maintained to reduce the environmental impact of our activities in the surrounding communities and the environment, with the ultimate goals of no one hurt and no harm to the environment and biodiversity.

Social aspects for employees' rights



Our commitment to our employees:

- Ensure our facilities are built, operated and maintained to protect the health and safety of our employees and contractors, with the main purpose of no one gets hurt.
- Ensure adequate protection of people, property, products, plants, transport, information, and information systems against safety/security threats: process incidents, criminal, malicious and cyber acts.
- Create awareness through consultation and participation of employees or their representatives on any HSE-related matters. Encourage everyone to participate and contribute to improving our Health, Safety and Environmental awareness.
- Respect the labor rights and working conditions of our employees in accordance with international labor standards and the local regulations. Cerdia acknowledges our Employees' rights to freedom of association and collective bargaining, and we confirm our commitment to environmental protection and the undertaking of affirmative societal actions.
- Treat all Employees with respect and dignity and to refuse the employment of child or forced labor, including the sanctioning of human and/or sex trafficking.
- Engage people live the Cerdia values through our **6 people ambitions**
 1. Attract & retain the best people
 2. Promote open dialog & communication
 3. Develop future leaders & functional experts
 4. Ensure excellence leadership behavior
 5. Foster a high-performance culture
 6. Operate a safe, diverse and sustainable work environment

Social aspects for human rights



Our commitment:

- Cerdia is committed to meet its responsibility to respect human rights and acts with due diligence to avoid any infringement of human rights or any adverse impact on or abuses of such rights.
- Moreover, Cerdia adheres to the Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this declaration constantly in mind, in our operations and day-to-day business. This declaration is based on **30 main articles** which have the following considerations:
 - **Articles 1–2** establish the basic concepts of dignity, liberty, and equality.
 - **Articles 3–5** establish other individual rights, such as the right to life and the prohibition of slavery and torture.
 - **Articles 6–11** refer to the fundamental legality of human rights with specific remedies cited for their defense when violated.
 - **Articles 12–17** set forth the rights of the individual towards the community, including freedom of movement and residence within each state, the right of property and the right to a nationality.
 - **Articles 18–21** sanction the so-called "constitutional liberties" and spiritual, public, and political freedoms, such as freedom of thought, opinion, expression, religion, peaceful association of the individual, and receiving and imparting information and ideas through any media.
 - **Articles 22–27** sanction an individual's economic, social and cultural rights, including healthcare. It upholds an expansive right to a standard of living, provides for additional accommodations in case of physical debilitation or disability, and makes special mention of care given to those in motherhood or childhood.
 - **Articles 28–30** establish the general means of exercising these rights, the areas in which the rights of the individual cannot be applied, the duty of the individual to society, and the prohibition of the use of rights in contravention of the purposes of the United Nations Organization.

Social aspects for customers



Our commitment to our customers:

- Maximize customer satisfaction providing high quality products & services from all Cerdia plants.
- Fair marketing, factual and unbiased information and fair contractual practices providing information about products and services in a transparent manner.
- Provide products and services that, under normal and reasonably foreseeable conditions of use, are safe for users and other persons, their property, and the environment; assessing the adequacy of health and safety laws, regulations, standards and other specifications to address all health and safety aspects related to our products.
- Reject any practice that is deceptive, misleading, fraudulent or unfair, unclear or ambiguous, including omission of critical information that could impact our customers.
- Take measures to prevent complaints by offering consumers the option to return products within a specified period or obtain other appropriate remedies for compensation.
- Safeguard consumers' rights of privacy by limiting the types of information gathered and the ways in which such information is obtained, used and secured.

Social aspects for suppliers



Our commitment to our suppliers:

- Cerdia is committed to the fair and equitable treatment of our suppliers, providing qualified suppliers with equal opportunity to grow their business.
- Cerdia strives for continuous and lasting relationships of trust are established with suppliers from the phase of entry into contact. A mutually positive environment is fostered to facilitate the identification of potential failings.
- Cerdia promotes procurement activities together with suppliers that fulfill their social responsibilities, such as human rights, labor, safety and health, global environmental conservation, information security.
- We maintain fair and free competition in accordance with the legislation and culture of each country.

Social aspects for communities



Our commitment to the communities in which we operate:

- Being a good corporate citizen as measured by our contribution to a clean, healthy and sustainable environment while respecting the culture, customs, and values in communities in which our businesses operate. This commitment extends to respecting the indigenous rights of citizens in their localities where we have impact.
- Ensure collective societal actions throughout the Group. Through Cerdia Way, the corporate responsibility approach of the Group, Cerdia is actively engaged in initiating and maintaining regular dialogue with its stakeholders including neighboring communities to continuously contribute with the local development in the different locations.

Basel, Switzerland.
February 28, 2022