

# Policy

## Corporate Social Responsibility (CSR)

The deugro group understands that the long-term sustainability of our business is dependent on the well-being of society as a whole. Our Corporate Social Responsibility (CSR) policy refers to the obligations we have towards some of our most important stakeholders - our employees, the communities in which we operate, and the planet which we inhabit. Our commitment to CSR is built upon the values of personal accountability, leadership, trust and integrity and is lived top down from our C-Suite, Presidents and Senior Management, and by each employee worldwide.

The deugro group CSR strategy follows the ISO 26000 is reinforced by its public support of the Ten Principles of the United National Global Compact (UNGC) in the areas of Human Rights, Labor, Environment and Anti-Corruption. Our actions to continually develop our CSR strategy and improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations are reflected in the four pillars of our CSR approach:

- **People:** Our employees are the key to our success, and nothing can be achieved without their engagement, expertise and wellbeing. All efforts will be made to establish, administer, and effectively communicate sound policies, rules and practices that treat employees with dignity and equality while maintaining company compliance with local employment laws, corporate directives and the UNGC principles.
- **Planet:** The deugro group is committed to protecting and preserving the environment. We understand that environmental protection and preservation are not merely limited to reducing the carbon footprint and implementing green programs. We must also be committed to environmental protection by working with our clients and subcontractors to identify risks and implement solutions. It is our conviction that we can only be successful if we are good custodians of the surrounding environment.
- **Ethics:** The deugro group is committed to the highest standards of ethical business conduct and integrity and takes a zero-tolerance approach to bribery and corruption. Ethical business practices are ensured through the implementation of a structured compliance management system and communicating the standard to all applicable stakeholders worldwide. We dedicate resources to building a culture and providing tools that will support our employees and business partners to always do the right thing.
- **Philanthropy:** Through a strategic and generous use of corporate finances, employee time, facilities and services, the deugro group seeks to impact positively upon our communities and our planet. We promote global and local engagement programs that are employee-driven and target organizations working on projects that reflect the values of the deugro group.

This policy first took effect in November 2017 and is reviewed annually.

Thomas C. Press  
Chairman and Co-CEO

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