



Corporate Social Responsibility Policy 2022





1. INTRODUCTION

This CSR policy establishes the general **principles** for action which will ensure that all activities of Bergner are carried out while **promoting sustainable** creation of value for the community, people and its Stakeholders.

The **objectives** of the CSR Policy are:

- o To comply with our commitments and our Stakeholders concerns, while always taking into account our Values.
- o To carry out our activities using responsible and sustainable practices, taking into account our CSR Policy and acting in accordance with our ethical principles.
- o To respond to Stakeholders concerns, creating long-term relationships based on trust and transparency.
- o To promote social actions to improve the socio-economic conditions of those belonging to Communities of the regions where Bergner operates.
- o To promote a culture of awareness and respect towards the protection of the environment.

2. BASIC PRINCIPLES

This policy is implemented within the following **international standards** of reference, which it also undertakes and adopts as regulatory framework of the limits under which the activity of the company shall be carried out:

- o Principles of the United Nations Global Compact (UN Global Compact).
- o Guiding Principles on Business and Human Rights (United Nations).
- o International Labour Organization's (ILO) Fundamental Conventions.

In line with these standards, in the specific management framework, Bergner commits to comply with the **SA8000** requirements, which applies to all Bergner activity.



3. BUSINESS INTEGRITY

The overriding principles which should govern our behaviour and business dealings are:

- o **Compliance with International Commitments** relating to Social Responsibility, subscribed by Bergner. Bergner voluntarily adheres to the UN Global Compact.
- o **Compliance with current national and international laws and regulations** in all countries that the Bergner operates in, adopting complementary international rules and guidelines such as those established by the OECD and International Labor Organization (ILO) agreements, wherever there is not a sufficient or appropriate legal framework.
- o **Maintaining corporate governance practices based on ethics, business transparency and diversity**, respecting the rules of the free market and free competition, and rejecting any illegal or fraudulent practice contrary to the rules of Bergner good governance.
- o **Communication and dialog** with all **stakeholders**, based on **transparency**, truth and commitment, as fundamental pillars for building stable relationships that generate trust.
- o **Commitment to Human Rights**. Bergner's adherence to the United Nations Global Compact and its 10 principles directly commits us to the respect, defense and protection of Human Rights, contained in the International Bill of Human Rights, the Conventions of the International Labor Organization (ILO), and the Declaration on Fundamental Principles and Rights at Work.

4. GENERAL STRATEGY FOR RESPONSIBLE AND SUSTAINABLE MANAGEMENT

The Socially Responsible Bergner Plan, created from the commitments enshrined in the Corporate Social Responsibility Policy, comprises a plan for action, dissemination and dialogue through a relationship model based on close relationships and a commitment to stakeholders and society as a whole. The action plan draws on lines of action within the framework of the ESG criteria:

- o **Governance:**
Integrity, transparency and diversity: to strengthen its responsible activity.
Good governance policies: to maintain the best governance model possible.
- o **Environmental:**
The environment: to collaborate in the fight against climate change.
- o **Social:**
Social action and volunteering: to respond to the social challenges of our environment



5. COMMITMENTS IN CSR

ENVIRONMENT

We value the natural environment and are firmly committed to sound environmental practice in our operations. Our businesses are required to comply with relevant environmental laws and regulations and to adopt the following principles:

- Minimise emissions and waste.
- Seek out suppliers who have a proactive approach to environmental risk management and who manage natural resources responsibly.
- Our customers will be informed of the key issues involved in procurement so they can make informed purchases to reduce their impact on the environment;
- Improve the efficiency of our use of raw materials and energy.

PEOPLE

Our employment policies commit us to:

- Providing a safe working environment through best practice in health and safety management in all our businesses.
- Being an equal opportunities employer, committed to developing a diverse workforce where everyone is treated fairly irrespective of race, sex, colour, nationality or national origin, class, religion, age, disability, marital status, sexual orientation or gender identification, political opinion, or any other status protected by applicable law.
- Creating an environment where everyone is encouraged to give their best and realise their full potential, through the provision of learning and development opportunities.
 - Ensuring that employees can discuss any problem connected with their work confident that they will receive a fair, impartial and confidential review of the issue.
- Offering employees the opportunity to channel and develop their most charitable side through Corporate Volunteering, in accordance with Bergner's General Volunteering Plan.

CUSTOMERS

With our customers, we are committed to:

- Aim at their maximum satisfaction, ensuring the quality and safety of the products.
- Provide personal attention, ensuring the existence of interlocution mechanisms that ensure the identification and response to their needs.
- Provide value-added services that enhance your experience in the use of our products.
- Ensure fair, transparent and negotiations adapted to reality and circumstances of each of them.



COMMUNITY

In the communities in which we are present, we are committed to doing our utmost to:

- Contribute to their economic and social development.
- Support the conservation and promotion of cultural heritage and ancestral traditions.
- Support actions that contribute to a more egalitarian society, with the implementation of programs to improve health and education, through specific programs definite according with the needs of each community.
- Collaborate in emergency situations, contributing material and humanitarian resources to help the affected population to the greatest extent possible.
- Contribute to protect the environment and to fight against climate changes.

SUPPLIERS

We are committed to being a responsible and valuable partner in the supply chain, continuing to build a sustainable business that serves its customers, employees and shareholders and the communities in which they live:

- We shall encourage vendors to adopt responsible business policies and practices for mutual benefit.
- Vendors are regarded as partners and we will work with them to help us achieve our policy aspirations in the delivery of our products.
- An environmental and social assessment will be undertaken for every new contracted vendor.
- We are committed to ensuring that the welfare of workers and labour conditions within our supply chain meet or exceed recognised standards.
- Where necessary, we will exert procurement pressure to ensure that all of our vendors behave in a socially responsible way. This includes environmentally-friendly products and making sure that workers are treated properly.

6. MECHANISMS FOR DEVELOPMENT, MONITORING AND CONTROL OF THIS POLICY

This CSR Policy was **adopted** by the Board of Directors of Bergner in **February 2022** and **has been communicated to all our employees** and is **published on our website**. We are committed to implementing it on an **ongoing basis**.

This policy will be **reviewed** at least annually and updated as necessary to reflect developments in our businesses and in best practice.

Bergner is committed to **reporting** and **communicating** openly on its response to CSR issues.