

CORPORATE SOCIAL RESPONSIBILITY POLICY

DIRECTIVE SQ-06-07

The management of BENET AUTOMOTIVE undertakes to adhere to the principles of corporate social responsibility in three areas:

1. **Environmental pillar (PLANET)**
2. **Social pillar (PEOPLE)**
3. **Economic pillar (PROFIT)**

1. Environmental pillar (PLANET)

- The company strives to minimize the negative impacts of its activities on the environment, in particular the reduction of electricity, water and gas consumption, the reduction of waste production and emissions.
- The company is committed to the sustainable use and management of natural resources.
- The company prefers technologies, substances, processes that are environmentally friendly.

2. Social pillar (PEOPLE)

- The company bases relationships with employees on the dignity of each person, creates a safe working environment, strives to reduce the number of accidents, their severity and minimize risks at workplaces.
- The company rejects any political, racial, religious, age, sexual or gender discrimination.
- In recruiting, remunerating and promoting employees, the Company applies an equal approach based solely on working ability; not on age, gender, ethnicity, sexual orientation, religious or political affiliation.
- The Company does not allow any sexual, physical or mental harassment of employees.
- The company does not allow child or forced labor and human trafficking.
- The company recognizes the right to privacy, reconciliation of work and private life of its employees.
- The company enables employees to grow professionally and takes care of their continuous education.
- The company strives to minimize the impact of its activities on the local community and also takes into account the interests of the wider social community.
- The company recognizes freedom of association and the right to collective bargaining

3. Economic pillar (PROFIT)

- The company does not tolerate corruption, bribery and unfair competition.
- The company is committed to the economical use of resources.
- The Company follows and respects copyright.
- The company enables employees to participate in its economic growth by, for example, by submitting improvement proposals, reducing scrap, economical use of resources, and increasing customer satisfaction.

ELABORATED BY/ON:
Ales Kazak / 17/7/2019

VERIFIED BY/ON:
Ivan Markus / 17/7/2019

APPROVED BY/ON:
Kamil Suchan / 17/07/2019

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- The Company does not permit the provision of any unreasonable treatment or gifts to suppliers and customers, and also forbids the acceptance of any unreasonable and disproportionate gifts and treatment from customers or suppliers.
- The Company prides itself on honesty and equality in dealing with business partners and does not abuse its market position.
- The Company considers all information in its relations with business partners confidential.
- The Company is always honest to its competitors and does not harm the reputation of its competitors and their representatives.

Signature: _____



Kamil Suchan, Managing Director

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