



ALDASO Corporate Social Responsibility (CSR) Policy

Introduction:

At Aldaso, we believe that businesses have a responsibility to contribute to the well-being of society and the environment. Our Corporate Social Responsibility (CSR) Policy outlines our commitment to conducting business in a socially and environmentally responsible manner. We strive to make a positive impact on our employees, communities, and the world at large while delivering value to our stakeholders. This policy guides our actions and decisions to ensure we align with our CSR objectives.

Environmental Responsibility:

- 1.1. Compliance: We will comply with all applicable environmental laws, regulations, and standards.
- 1.2. Resource Conservation: We will strive to minimize our environmental footprint by conserving resources, reducing waste, and promoting recycling and reuse.
- 1.3. Energy Efficiency: We will promote energy-efficient practices and technologies to reduce greenhouse gas emissions and improve energy consumption.
- 1.4. Pollution Prevention: We will take measures to prevent pollution, including air, water, and soil pollution, and continually seek ways to minimize our impact on the environment.
- 1.5. Sustainable Practices: We will integrate sustainable practices into our operations, supply chain, and product development to promote environmental sustainability.

Social Responsibility:

- 2.1. Employee Well-being: We are committed to providing a safe and inclusive work environment that respects the rights and dignity of all employees. We will promote fair employment practices, equal opportunities, diversity, and work-life balance.
- 2.2. Health and Safety: We will prioritize the health and safety of our employees, customers, and stakeholders. We will establish and maintain robust health and safety policies, procedures, and training programs.
- 2.3. Human Rights: We will respect and uphold human rights, both within our organization and throughout our supply chain. We will not tolerate any form of discrimination, forced labor, or child labor.
- 2.4. Community Engagement: We will actively engage with local communities to understand their needs and concerns. We will support community development initiatives, encourage employee volunteerism, and promote partnerships with nonprofit organizations.



2.5. Customer Satisfaction: We are committed to providing high-quality products and services that meet or exceed customer expectations. We will listen to customer feedback, address complaints promptly, and ensure transparency in our business practices.

Ethical Business Practices:

3.1. Integrity: We will conduct business with honesty, transparency, and fairness, adhering to high ethical standards in all our interactions.

3.2. Anti-Corruption: We will not tolerate bribery, corruption, or any other unethical practices. We will comply with all applicable anti-corruption laws and regulations.

3.3. Supply Chain: We will work with suppliers who share our commitment to ethical business practices, human rights, and environmental sustainability.

3.4. Stakeholder Engagement: We will engage with our stakeholders, including shareholders, employees, customers, suppliers, and communities, to understand their concerns and integrate their feedback into our decision-making process.

3.5. Compliance and Reporting: We will regularly monitor and assess our CSR performance, track progress towards our goals, and report transparently on our activities and initiatives.

Continuous Improvement:

4.1. Performance Evaluation: We will establish key performance indicators (KPIs) to measure our CSR performance and set targets for improvement.

4.2. Training and Awareness: We will provide training and awareness programs to educate employees about CSR, sustainability, and ethical business practices.

4.3. Innovation and Collaboration: We will foster innovation and collaboration to develop new solutions that address societal and environmental challenges.

4.4. Stakeholder Feedback: We will actively seek feedback from our stakeholders to identify areas for improvement and make informed decisions.

Communication and Transparency:

5.1. CSR Communication: We will communicate our CSR commitments, initiatives, and progress to our stakeholders through various channels, including our website.

5.2. Grievance Mechanism: We will establish a mechanism for stakeholders to voice concerns, provide feedback, or report any violations related to our CSR policies.

Governance and Accountability:



6.1. CSR Governance: We will assign responsibility for overseeing and implementing CSR initiatives to a designated team or department.

6.2. Board Oversight: The Board of Directors will review and monitor our CSR policies, performance, and targets to ensure compliance and alignment with our values and business strategy.

Conclusion:

This CSR Policy serves as a framework for our commitment to corporate social responsibility. By integrating social and environmental considerations into our business practices, we aim to create a sustainable future for our company and the communities we serve. We will continuously review and improve our CSR initiatives to make a positive impact on society and contribute to the well-being of our planet.