



Social responsibility policy

In our manufacturing and business activity, we care about the expectations of all interested parties. We consider this as an opportunity to minimize the risks and maximize the opportunities through socially responsible actions.

The social responsibility policy provides a framework for managing our company, defining strategic goals and business processes.

Compliance with this policy and responsibility for implementation is achieved with the involvement of each employee, regardless of their position in the company.

We are committed to understanding, monitoring, and managing our social, environmental, and economic impacts to contribute to the wider goal of sustainable development of our society.

We commit to the following values with every action we take:

- We do business ethically and transparently.
- We adhere to truthful advertising and provide full information to our customers.
- We share a fair, beneficial partnership relationship with our suppliers.
- We fully respect and comply with the contractual terms and applicable legal regulations.
- We aspire to fulfil technical, economic, environmental, and social requirements in the performance of our business activities.
- We minimize the generation of waste, and we consistently separate the generated waste according to applicable local regulations.
- We save energy, water, and heat consumption as much as possible during our business activities and we rely on sustainable energy sources.
- We take care of the safety and health protection of employees when performing assigned work.
- We take care of diversity, equal opportunities, and non-discrimination in the workplace.
- We support the balance between work and personal life of employees "work-life balance".
- We conduct a dialogue about the expectations and needs of our employees.
- We support public benefit projects that are related to the subject of our company's business.

MANARSPRINGS develops its activities as a socially responsible company.

These principles of the Social Responsibility Policy apply not only to our employees, but also to all activities carried out by or on behalf of MANARSPRINGS.

MANARSPRINGS hereby undertakes to continue to follow its corporate, social, and environmental responsibility with the aim of continuous improvement in these areas.