



CORPORATE SOCIAL RESPONSIBILITY POLICY

GLOBE WILLIAMS has incorporated the principles of Corporate Social Responsibility into its business activities and the way in which it operates, recognising that long-term growth and the prosperity of society as a whole can only be achieved through Sustainable Development.

Concern for employee health and safety, respect for and protection of the natural environment, comprehensive coverage of client needs and harmonious co-existence with the local communities in which it operates are key aspects of **GLOBE WILLIAMS'** Corporate Social Responsibility activities.

GLOBE WILLIAMS' Corporate Social Responsibility Policy is in line with the Company's values of responsibility, integrity, transparency and effectiveness and is determined by Management which undertakes the following:

- to implement CSR Policy at all levels and in all the Company's sectors of activity;
- to strictly comply with the legislation in force and fully implement policies, internal guidelines and relevant procedures applied by the Company as well as other requirements arising from voluntary agreements, countersigned and accepted by **GLOBE WILLIAMS**;
- to engage in continuous two-way communication with stakeholders in order to identify and record their needs and expectations; The development of relations with stakeholders based on mutual trust makes a significant contribution towards meeting Sustainable Development objectives.
- to provide a healthy and safe working environment for its staff and associates;
- to protect human rights and provide an equal opportunities work environment, free from any discrimination.
- to engage in open communication, based on transparency, with all the Company's stakeholders.
- to make continuing efforts to reduce the environmental footprint, though implementing responsible actions and preventive measures in accordance with Best Available Techniques, in order to reduce and minimize the impact of the Company's operations on the environment.



- to continually pursue the creation of added value for stakeholders.

To fulfil these commitments (and to go beyond mere compliance with the legislation) **GLOBE WILLIAMS** voluntarily and responsibly designs and implements relevant programmes, while also setting strategic priorities which focus on the following **GLOBE WILLIAMS** Corporate Social Responsibility priorities:

1. Economic Growth and Corporate Governance	The Company aims to achieve positive financial results, implements a system of sound corporate governance, and assesses and manages business risks in order to safeguard the interests of the stakeholders. It develops procedures and takes measures both to enhance transparency and to prevent and combat corruption.
2. Market	The Company focuses on achieving best and comprehensive client satisfaction and invests in Research and Development in order to provide new products and services of high quality and added value, thereby improving its position in an ever-evolving business environment. Additionally, Company's suppliers and associates are expected to engage in responsible business conduct.
3. Human Resources – Occupational Health and Safety	The Company respects and supports internationally-recognised human rights and implements fair reward, meritocracy and equal opportunities policies in respect of all its staff, free from any discrimination. It also provides opportunities for ongoing training and development of its staff with respect to the principle of diversity. A healthy and safe working environment is a matter of primary importance to the Company. The Company continually takes measures and implements investment plans, aiming at continuous improvement of Health and Safety at work.
4. Environment	Concerning the domain of environmental management, the company applies the preventative principle and takes systematic steps to minimize the impact of its operations on the environment. Aiming at environmental protection, the Company implements various programmes for optimal management of resources, promotion of metal recycling, reduction of carbon emissions and waste management.
5. Local Community	The Company designs and implements actions to meet the fundamental needs of society in terms of employment, development,

education, health, environment, social welfare and culture. It encourages volunteerism and supports initiatives in order to develop the local communities in which it operates.

For all the above key issues relating to **GLOBE WILLIAMS**, we set individual Corporate Social Responsibility and Sustainable Development targets which we evaluate each year as to their effectiveness and revise them when that is considered necessary.

The relevant policy, the results of **GLOBE WILLIAMS'** performance as regards issues of Corporate Social Responsibility, as well as the implementation of programmes and achieving the objectives set, are disclosed annually in order to keep all stakeholders informed.

The views of the stakeholders are taken into account under a Management Review of all the above issues which is conducted annually.

On behalf of Management