



Elseta, UAB Corporate Social Responsibility (CSR) Policy

Introduction

Elseta, UAB is committed to integrating corporate social responsibility (CSR) into every facet of our business operations, aligning with both industry best practices and international standards. We recognize our responsibility to make a positive impact on society and the environment, and we believe that ethical business conduct and sustainable practices are integral to long-term success. Our CSR policy underscores our dedication to social, environmental, and economic responsibility in a way that upholds our core values and demonstrates our commitment to responsible corporate citizenship.

Commitment to Sustainable Development

We understand that sustainable development is crucial for a healthy environment and society, and we strive to minimize our environmental footprint through responsible practices. Elseta is actively involved in initiatives that promote sustainability, focusing on energy efficiency, waste reduction, and resource conservation. We work to adopt eco-friendly technologies and processes in our operations, aiming for continuous improvement in our environmental performance. By embracing practices that address climate change and reduce our impact on natural resources, we contribute to the well-being of current and future generations.

Social Responsibility

Elseta's social responsibility extends to actively supporting the communities where we operate. We participate in philanthropic activities and contribute to local educational, developmental, and social programs to foster community growth. Our employees are encouraged to engage in community service and volunteer efforts, and we work to create opportunities that empower and uplift individuals and groups in need. Through partnerships with community organizations, Elseta seeks to make a lasting and positive difference in the lives of those around us.

Ethical Business Practices

Integrity and transparency are the foundation of Elseta's business operations. We are committed to conducting our business with high ethical standards, ensuring that we operate responsibly and uphold rigorous corporate governance principles. Elseta complies with all applicable laws and regulations related to labor rights, human rights, anti-corruption, and anti-discrimination, creating a safe and respectful environment for our



employees and partners. Our Code of Ethics sets forth guidelines for maintaining the highest level of honesty and fairness in all dealings with our stakeholders.

Stakeholder Engagement

Elseta believes in the importance of building strong, mutually beneficial relationships with our stakeholders. We engage with employees, customers, suppliers, and the wider community to foster an open and respectful dialogue. By listening to and understanding the needs and expectations of our stakeholders, we can respond effectively and collaboratively. This ongoing engagement helps us better serve our customers, enhance our products and services, and strengthen our role as a responsible and trusted corporate citizen.

Conclusion

Elseta's commitment to CSR is an essential part of our company identity. Through this policy, we demonstrate our dedication to positively impacting society and the environment while pursuing sustainable growth. We are proud of our CSR initiatives and will continue to evolve and enhance our practices, ensuring that we are not only meeting the needs of today but also contributing to a more sustainable and equitable future.