

Kreativdistrikt Corporate Social Responsibility Policy - CSR

At Kreativdistrikt, we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures with which we work.

Kreativdistrikt will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with Kreativdistrikt's stakeholders' best interests. Kreativdistrikt is committed to being recognized as a compliance agency in the field of Corporate Social Responsibility and recognizes that in doing so, we will add significant value to our stakeholders, clients, and employees.

This Policy applies to activities undertaken by or on behalf of Kreativdistrikt Srl

All Kreativdistrikt employees and contractors will adopt the Corporate Social Responsibility considerations described in this policy in their day-to-day work activities. Kreativdistrikt leaders will act as role models by incorporating those considerations into decision-making in all business activities. Kreativdistrikt's leaders will ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our businesses. This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Environment Health & Safety

Kreativdistrikt is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors, and the public. Kreativdistrikt will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers, and others to promote responsible environmental practices and continuous improvement. Kreativdistrikt is committed to environmental protection and stewardship. Kreativdistrikt recognizes that pollution prevention, biodiversity, and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into our business decision-making. All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

Business Ethics and Transparency

Kreativdistrikt is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems. Kreativdistrikt will conduct its business in an open,

honest, and ethical manner. Kreativdistrikt recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets. Kreativdistrikt will advise our partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy. Kreativdistrikt is committed to measuring, auditing and publicly reporting performance on its Corporate Social Responsibility programs.

Employee Relations

Kreativdistrikt will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced. Kreativdistrikt will apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate. Kreativdistrikt is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

Community Investment

Kreativdistrikt stresses collaborative, consultative, and partnership approaches in our community investment programs. Kreativdistrikt will integrate Community Investment considerations into decision-making and business practices, and will assist in local capacity building to develop mutually beneficial relationships with communities. Kreativdistrikt will contribute to our host communities' quality of life by supporting innovative programs in health, education, social services and the environment, as well as cultural and civic projects. Kreativdistrikt will strive to provide employment and economic opportunities in the communities where we operate.

Stakeholder Relations

Kreativdistrikt will engage stakeholders clearly, honestly, and respectfully. Kreativdistrikt is committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers, and employees, indigenous peoples, governments, regulators, and landowners, among others.

Human Rights

Kreativdistrikt recognizes that governments have the primary responsibility to promote and protect human rights. Kreativdistrikt will work with governments and agencies to support and respect human rights within our sphere of influence. Kreativdistrikt will not tolerate human rights abuses, and will not engage or be complicit in any activity that solicits or encourages human rights abuse. Kreativdistrikt will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs, and values of individuals and groups.