

	HIGH LEVEL POLICIES SET	<b>Code</b>	IMS_POL_HL_001
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## SOCIAL RESPONSIBILITY POLICY

In CELEO we work to create a SOCIAL and warm environment based on professional relationships grounded in ethical and transparent standards, which support development and social welfare.

Our core principles in social responsibility are:

### ***Ethical and long-lasting professional relationships***

- We stimulate collaboration and foster honesty, respect and transparency across all levels of our organization.
- We respect, and enforce among our stakeholders, fundamental human rights, especially in vulnerable groups.

### ***Respect for diversity***

- We encourage the building of relationships based on equality of conditions and opportunities for all people, rejecting any kind of discrimination, exclusion or preference that may generate inequalities due to race, colour, nationality, social origin, age, marital status, gender, sexual orientation, ideology, religion or kinship.
- We support freedom of association, affiliation and the right to collective bargaining in compliance with the legislation, guaranteeing a fair treatment between our employees and the Company.

### ***Fighting abuse***

- We ban and reject any kind of harassment, physical or psychological mistreatment, abuse of authority, intimidation or offence in the relationships with our stakeholders.
- We reject all forms of forced labour.
- We believe in the value of a healthy and safe childhood. For this reason, we prohibit any kind of child labour or exploitation in all our operations and among our stakeholders.

### ***Welfare and social development***

- We contribute to the development of the communities under our sphere of influence, promoting the identification of impacts that our activities may cause on the community, and implementing plans to avoid, mitigate or compensate them.
- We support and promote every action towards social well-being and health, educational equality, promotion of economic growth and decent work conditions.
- We invest in the training of our employees, contributing to shape socially aware citizens and more qualified professionals.
- The engagement of our employees is essential for achieving our company's objectives. We thus seek their satisfaction and compromise by recognising their effort.
- We encourage the training and professional development of our employees.
- We encourage regional development by favouring the hiring of local labour whenever possible.

### ***Continuous improvement***

- We are committed to continuous improvement of our social management processes at all levels of our organization, in order to enhance social welfare and reduce the impacts of our activities.