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CSR Policy

Delight Corporate Social
Responsibility Policy



Corporate Social Responsibility (CSR) is an integral part of our business and represents a step above the adherence to the laws and regulations. We are committed to the improvement of our environment in human, social, and environmental sphere, as well as cooperation development with all interested Delight Group stakeholders.

The Delight Group plans, implements, maintains, reviews, and continuously improves the Social Accountability Management System – SAMS with an aim of creating improved surroundings for the employees and team, the community, business partners and customers, and at the same time achieving good business results, enhanced relations with the suppliers, and a high standard of care towards our environment. Our Vision of a socially responsible business is to continually achieve our business goals and create values in an ethical and socially responsible way, striving to achieve as much value and benefit as possible for the environment and our local communities where we operate. The Delight Group is committed to the upmost legal, regulative, ethical, and moral standards in the sphere of human rights and labour rights that have been set by our Code of Business Ethics and Code of Conduct, and continuous compliance with all regulative requirements in the domain of corporate social responsibility.

By applying the Social Accountability Management System, we want to ensure that our corporate socially responsible business is underlined with the following principles and values:

- Our business practices are based on our Values and our Code of Ethics
- Safety is our corporate imperative whose goal is to achieve a working environment that is free of injuries or incidents at work
- Our commitment to sustainable development encompasses concern and care towards human, social, community and environmental protection
- Building of trust with all stakeholders by maintaining open communication and transparent presentation of our business operations that are of interest to wider community, and sharing of information and identification of possible positive or negative effects towards the community or environment as a consequence of our business operations
- Transfer of knowledge, expertise, experience, and best practices that are relevant to our business activities in order to contribute to the development of the local community
- Respect and value our human capital and promote human capital practices that promote equal opportunities in employment, work, and development, irrespective of gender, disability, marital status, racial, ethnic or social origin, religion, belief, or sexual orientation and fully respectful of individuality as per the state laws and regulations and as per international guidelines such as the United Nations Universal Declaration of Human Rights
- Determined to be active in social initiatives and activities aimed at assisting marginalized organizations with a focus on the youth and younger generations.

- Recognition, encouragement and support of individual initiatives, community volunteering, and civic activities of all our team members, regardless of their employment status with our company
- Working in accordance with the Delight Code of Ethics with regards to the procurement process, and accomplishing systematic management of storage material and waste management
- Promotion of products that are made of eco friendly material and are recyclable, and that are at 0% carbon level

Our commitment to the corporate social responsibility is not only an ethical approach that is guided by set standards, but also a good business practice that creates an overall value which enhances our reputation, complements our social entrepreneurial position, and strengthens and promotes our competitiveness. Equally as important the CSR is a source of pride and motivation for our team which further contributes to our ability to attract and retain the best talent. The efforts invested in the CSR we consider a proactive and continuous process of learning and improvement that enables adaptation to the ever changeable social and entrepreneurial ambiance. Attention, engagement, communication and building of mutual trust with key stakeholders is essential.

Our philanthropic responsibility encompasses the obligation of the company to contribute to the wellbeing of the community and people through funding, grants, donations, and philanthropic drives.



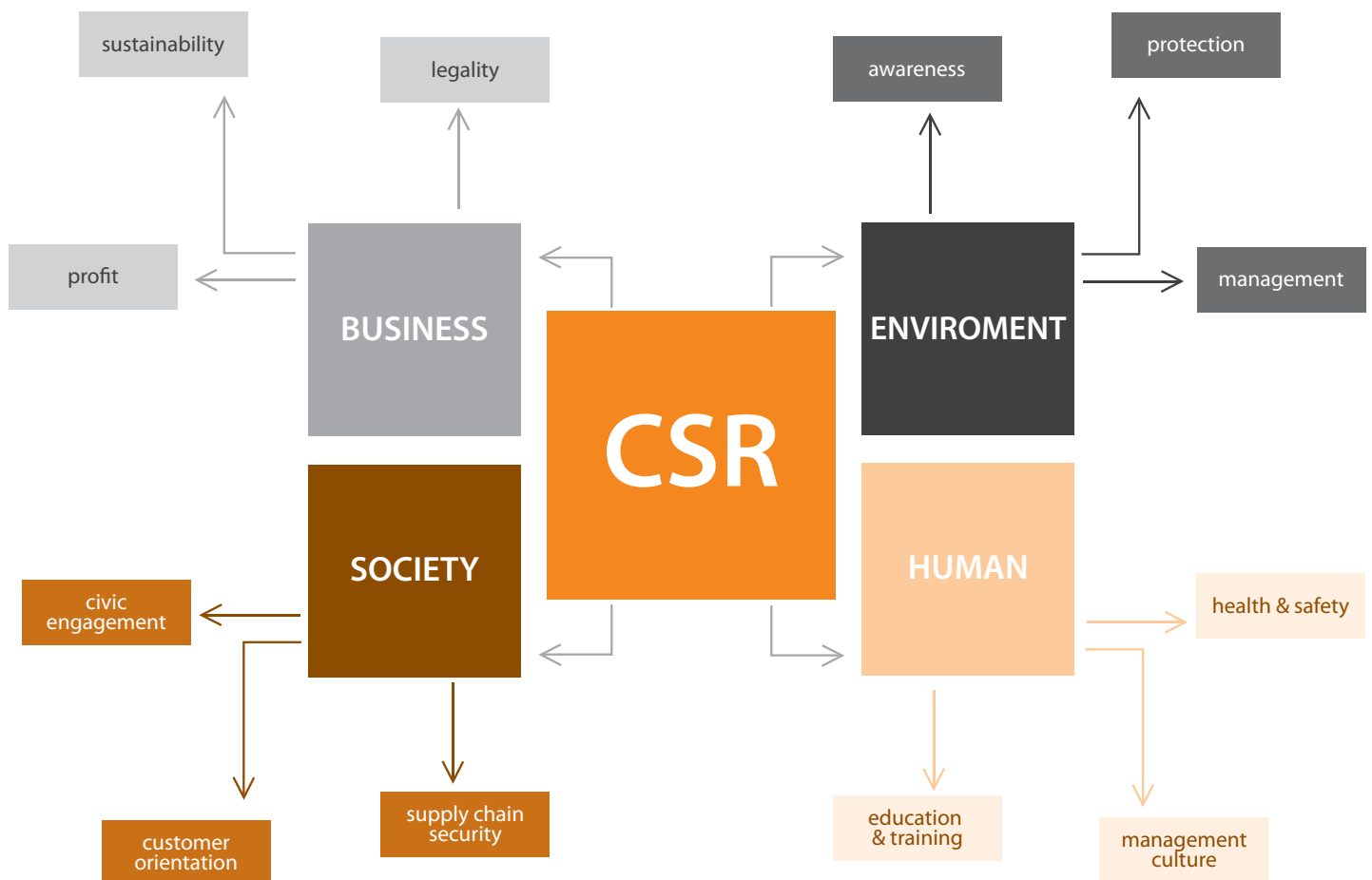
CSR

Business: sustainability, profit, legality

Environment: awareness, protection, management

Society: civic engagement, customer orientation, supply chain security

Human Capital: health and safety, education and training, management culture



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