

## CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Corporate social responsibility (CSR) refers to a business practice that involves participating in initiatives that benefit society. Vexos has embedded sustainability and social responsibility into the core of our business to create shared value for business and society. Corporate social responsibility is vitally important to who we are as a company. Our policies ensure that we rigorously adhere to the highest standards in ethical behavior, environmental sustainability, fair labor practices and more.

Vexos operates under these aspects:

**Environment:** Do no harm to the environment. Any steps we can take to reduce our carbon footprint is consider both good for the company and society.

**Philanthropy:** We donate to our local communities and encourage volunteerism by our employees.

**Ethical labor practices:** We treat employees fairly and ethically and require our suppliers to do the same. Vexos policies include nondiscrimination, no child or forced labor, equal opportunity and freedom from workplace harassment and violence.

**Compliance to local laws:** We comply with local laws and regulations in the countries in which we operate for hours of work, wage and benefits, health and safety, and environmental sustainability, and require our suppliers to do the same.

These commitments drive Vexos to provide:

- A positive work environment encouraging professional development and growth
- Industry-standard safety practices in all our facilities, creating a secure and hazard-free work environment
- Continuous improvement in the social and environmental impact of our business practices
- The highest standards of governance and ethics
- Support for our communities

Sincerely,  
Paul Jona  
Chief Executive Officer

FEBRUARY / 2018