



Corporate Social Responsibility Policy

EV Group (EVG) is a responsible global organization committed to safeguarding the welfare of our society and the environment in which we work.

In order to conduct all operations in an environmentally and socially responsible manner, and create environmentally and socially friendly practices, EVG operates an Environmental Management System according to ISO 14001 standard. Through careful handling of resources and energy, and by reducing solid waste, emissions and wastewater, EVG continuously improves its environmental performance.

As part of EVG's corporate social responsibility, EVG complies with and also demands that all suppliers comply with applicable legal requirements and regulations regarding occupational health and safety, equality, accident prevention, equipment safety, environmental protection, as well as anti-bribery and corruption. EVG has committed itself to the Responsible Business Alliance (RBA) Code of Conduct (formerly known as "EICC Code of Conduct"), supports the 2010 Dodd-Frank Act ("Conflict Minerals"), and is dedicated to prohibiting the receipt of goods and/or services from suppliers known to have violated occupational health and safety provisions and - in particular - human rights, including child labor, slavery, or forced labor to name a few examples.

EVG ensures equality to all employees, irrespective of age, cultural background, class, disability, ethnicity, gender, sexual orientation, faith and marital status. No form of discrimination, intimidation, bullying or harassment and no form of bribery, corruption and blackmailing is accepted by EVG. All employees, whether part time, full time or temporary, are treated fairly and equally, with dignity and respect, valuing the diversity of all. This policy applies to all aspects of employment from recruitment, training, and career development to promotion and redundancy. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.