

Social Responsibility Policy

To contribute to sustainable development issues, BOURBON takes into account the social and environmental impacts of its business to adopt, as possible, best practices and thus contribute to the betterment of society and environmental protection. All stakeholders are implied, namely customers, employees, shareholders, public authorities, banks, insurances, professional and academic associations, suppliers, its business environment and society in general.

To lead and operate these strategic issues, BOURBON has defined an organisation which encompasses Corporate Social Responsibility amongst all other management disciplines. In this context, BOURBON established a dedicated organisation to improve performance in each sector concerned: economic, social and environment.

BOURBON identified seven Corporate Social Responsibility principles and seven main topics to lead the organisation towards improved performance.

Principles:

1. Report on impacts, intended or not, for its decisions and activities
2. Act with full transparency
3. Develop ethical behavior
4. Respect the interests of stakeholders
5. Comply with laws where the company operates
6. Respect the international norms of behavior
7. Respect Human Rights

Topics:

1. **Organisational governance:** Report on the impacts - Transparency - Ethics behavior - Consideration and respect for the interests of stakeholders - Compliance with laws.
2. **Human Rights:** Businesses should support and respect the protection of internationally proclaimed human rights and should make sure they are not complicit in human rights abuses.
3. **Work conditions:** Employment and relationships - Social dialogue - Health and safety at work - Human Resources Development.
4. **Environment:** Pollution prevention - Mitigation of climate change - Sustainable use of resources - Protection and rehabilitation of the natural environment.
5. **Business ethics:** Fight against corruption - Responsible political engagement - Fair competition - Promotion societal responsibility in the sphere of influence - Respect of property rights.
6. **Client protection:** Best practices in marketing, information and contracts - Sustainable consumption - Service, assistance and dispute resolution - Protection of privacy - Access to essential services - Education and awareness.
7. **Contribution to local development (Local Content):** Territorial attachment - Education and culture - Employment creation - Development and access to technology - Wealth creation and income - Health - Social Investment.

All collaborators engagement is fundamental to follow and contribute to BOURBON Social Responsibility.