

# Corporate Social Responsibility

# Introduction

**VDS Code of conduct describes our approach to business and counterparties engagement. We conduct business honestly, in accordance with laws and regulations. Therefore, we strive to ensure that all our suppliers work in accordance with our requirements. The purpose of this document is to help our business partners understand our requirements and develop fruitful relations with us.**



# **Corporate social responsibility (CSR) of VDS Company.**

The VDS code of conduct is a corporate policy and General reference document on ethical issues and relevant business practices. It includes principles in the following areas:

- **Business principles**
- **Environmental responsibility**
- **Human rights**
- **Labour relations**

The code of conduct formalizes the principles that VDS must adhere to with respect to its employees, business partners, and other stakeholders. All VDS employees must know the Code of conduct and its provisions apply to all employees at all levels.

VDS encourages suppliers, dealers, consultants and other business partners to comply with these principles. The principles described in this document are applied in the process of evaluation of potential suppliers. The VDS code of conduct is set forth in section 2 of this document.

## **The Code of Conduct**

VDS has a strong reputation for consistent and honest business conduct in accordance with laws and regulations. VDS group supports commitment to sustainable development.

## **Scope**

The Code of Conduct has been adopted to emphasize the principles in accordance with which VDS conducts its relations with employees, business partners and other stakeholders. VDS encourages suppliers, contractors, consultants, and other business partners to abide by these principles. The principles set forth in this document are applied in the process of evaluation of potential and existing suppliers.

## **Principle of activity compliance with legislation**

VDS abides by the laws and regulations of the country in which it does business. In situations where there is no explicit legal guidance, VDS applies its own standards based on corporate values and culture. In the event of a conflict of a peremptory right with the principles contained in this Code, the law shall prevail.

## **Relations with business partners**

VDS has a fair relationship with its business partners. VDS shall not offer to customers, prospective customers, governments, government agencies or any representatives of such organizations, any rewards or benefits in violation of either applicable laws or reasonable and generally accepted rules.

## **Business relationships**

VDS employees shall not accept payments, gifts or other compensation from a third party that may affect or affect the objectivity of their business decisions.

## **Accounting and reporting**

All financial transactions Of VDS must be presented in accordance with generally accepted accounting practice. VDS will provide information that is open, truthful, current, understandable and timely.

## **Conflict of interest**

All VDS employees conduct their activities in such a way that their financial and other personal interests do not contradict the interests of VDS. If such a conflict of interest arises, it should be immediately reported to Your supervisor.

## **Political participation**

VDS is neutral with respect to political parties and candidates. Neither the names nor the assets of VDS Companies should be used to represent the interests of political parties or candidates.

## **Message Stakeholders**

VDS encourages continuous dialogue with all stakeholders.  
Environmental principles - efficient use of resources  
VDS products and processes are designed in such a way that energy and raw materials are used as efficiently as possible and waste and residues are reduced in the product life cycle.

## **Precautionary principle**

VDS supports the precautionary principle by avoiding materials and business practices that create environmental and health risks when acceptable alternatives are available.

## **Ecological index**

VDS regularly audits, monitors and reports on its environmental performance, with particular attention to assessing potential risks in the production of current and future products.

## **Human rights and workplace practices**

### **Human rights**

As part of its business, VDS supports and respects the protection and guarantees that it is not complicit in human rights violations.

### **Non-discrimination**

VDS hires and treats its employees without discrimination as to gender, race, religion, age, disability, nationality, trade union affiliation, social or ethnic origin. Diversity at all levels is encouraged.

### **Working conditions.**

No form of forced, compulsory or child labor is permitted at VDS. The minimum working age is the age of completion of compulsory schooling. Freedom of association and the right to collective bargaining and agreements is respected in all VDS units.

## **Working environment**

All VDS employees must be provided with the necessary conditions for a safe and healthy working environment.

## **Responsibility of managers and employees**

VDS managers are responsible for compliance with the principles of this code. We welcome and encourage the initiative of the employees on identification of behavior, which may be incompatible with the principles. Explicit or implicit approval of questionable actions is unacceptable. Reports of violations of this Code can be sent anonymously and confidentially. Persons who report violations in good faith shall not be prosecuted. Failure to do so may result in disciplinary action.

## **Requirements for corporate social responsibility of suppliers**

VDS has a fine reputation for consistent and honest business conduct in accordance with the laws and regulations governing its operations. VDS supports commitment to sustainable development that is reflected in the implementation of group policies, decisions and actions. In the same spirit, we want our suppliers to adopt the principles of our Code.

## Behavior or similar principles

Suppliers of materials, equipment, services and consumer goods play an important role in the development and production Of VDS products. All suppliers and contractors should be aware of the VDS code of conduct in conjunction with internal operating procedures, including the following:

- SUPPLIER must comply with the laws and regulations of the countries in which it works; if local laws and regulations do not regulate any area, the PROVIDER should follow the Code.
- The SUPPLIER is obliged to follow the principles set out in the Code of conduct in its relations with its employees, business partners and other interested parties.
- The SUPPLIER assumes responsibility for the fulfilment of these requirements by the relevant subcontractors involved in the supply.
- The SUPPLIER is obliged to maintain an open dialogue with VDS on achievements, trends and opportunities for improvement in the field of corporate social responsibility.
- The SUPPLIER must have a system in place to ensure compliance with the principles set out in the Code



# Thank you!