



CORPORATE SOCIAL RESPONSIBILITY POLICY
DC-04-28

14/01/2020

Rev. 2

NASIKA's Corporate Social Responsibility (CSR) policy, focused on social responsibility, health, safety, hygiene, rights at work and the environment, establishes that all the activities carried out by NASIKA comply with the principles established in the United Nations Universal Declaration of Human Rights.

Therefore, and in accordance with these Rights, the conventions of the International Labour Organization (ILO), the guidelines of the Organization for Economic Cooperation and Development (OECD) and the United Nations Pact, NASIKA establishes as an indispensable requirement for its suppliers; on the one hand, compliance with the laws in force and with the principles described in this document, and on the other hand, that ensure that their suppliers and subcontractors also do so.

Based on all the above, NASIKA is committed to:

HUMAN RIGHTS, SAFETY, HEALTH AND HYGIENE

- Protect the health, safety and hygiene of the workers through the evaluation and analysis of risks; and develop a dynamic preventive plan to implement the appropriate measures to eliminate risks at the source.
- Provide all the necessary training and information to the workers and interested parties in order to carry out the work safely.
- Respect the human rights of the workers, ensure that the conditions of salary and work respect the dignity of the person, respecting the laws and industrial standards in the matter of working hours.
- Oppose the use of physical punishment, psychological and physical constriction and verbal abuse.
- Not to discriminate against any worker based on their gender, religious belief or race.

ECONOMIC AND SOCIAL DEVELOPMENT

- Discuss with interested groups and shareholders to communicate the information corresponding to health, safety and hygiene and the rights in the workplace and the environment.
- Involve all levels of the staff and the organization, creating a climate of trust within the company and stakeholders.
- Evaluate and select suppliers based on their level of social and environmental responsibility.
- Ensure that responsibility and operational procedures are defined accurately, communicated in an appropriate manner and clearly understood.
- Guarantee freedom of association and equal opportunities for each individual.

ENVIRONMENT

- Achieve sustainable development that preserves the environment and the rights of future generations through the use of resources in a responsible manner. In addition to limiting the impact of industrial activities on the environment and continuously seek improvements for it. Reduce the environmental impact of their products throughout their life cycle.
- Generated waste of any nature must be identified and stored in accordance with current regulations, prioritizing recovery over disposal.
- Do not abandon any type of waste whatever its nature.

FRAUD AND CORRUPTION

- Fight against corruption and fraud. Do not tolerate any form of corruption, even in those places where this type of practice is carried out, are not investigated or prosecuted.
- Do not use the work of minors, forced labour or coercion.
- Respect the Mineral Policy in Conflict applied to the following minerals, tin, tungsten, tantalum and gold "3TG" originating from the Democratic Republic of Congo (DRC).

TECHNOLOGY

- Promote the use of the most advanced technology in everything related to the protection of workers' health, in terms of safety and hygiene in the workplace.

Elaborated and Approved by

Managing Director