



SUSTAINABILITY POLICY

Our Guiding Principles

Secil is committed to sustainability, striving to balance economic performance with environmental protection and social responsibility.

Our Sustainability Policy defines our targets and priorities, focusing on the integration of Environmental, Social, Governance, and Economic aspects into the Group's sustainable practices.



ENVIRONMENTAL

- We promote the responsible use of natural resources and energy by supporting circularity throughout the business life cycle.
- We aim for carbon neutrality by using alternative fuels, secondary raw materials and developing low carbon products and solutions.
- We encourage the ecosystem's vitality and balance, by landscape restoration, and protecting biodiversity, where we operate.
- We manage water responsibly, taking action to optimize its use across all operations.



SOCIAL

- We prioritize employee wellbeing through robust health and safety standards, mental health support, work-life balance initiatives, and the provision of fair wages, benefits, and job security
- We uphold a strict zero-tolerance approach to harm—ensuring the safety and dignity of our employees, contractors, and the communities in which we operate.
- We are dedicated to fostering a diverse and inclusive workplace. Our practices ensure equal opportunities in hiring and career advancement, supported by strong anti-discrimination and anti-harassment policies.
- We invest in human capital, encouraging lifelong learning and a sense of purpose across our workforce.
- We actively support local communities through local hiring practices, partnerships with local businesses, and engagement in charitable events and donations.
- We are committed to delivering products and services that are safe, accessible, and marketed transparently, with a focus on fair and ethical customer treatment.



GOVERNANCE

- We uphold a strong commitment to ethical business practices, guided by our Code of Ethics, anti-corruption and anti-bribery measures, and conflict of interest policies.
- We ensure full compliance with all applicable laws and regulations, supported by effective internal controls and regular audit procedures.
- We promote transparency and accountability through consistent sustainability reporting and open, honest communication with our stakeholders.
- We use technology responsibly, prioritizing data privacy and cybersecurity to safeguard both customer and employee information.
- We maintain safe and confidential channels for reporting misconduct, with protections against retaliation and clear procedures for investigation and resolution.



ECONOMIC AND FINANCIAL

- We create value for our shareholders, customers, employees, suppliers and other partners.
- We seek profitability and balance our operations to ensure business continuity and long-term success.
- We drive innovation in manufacturing and management by developing safe, high-quality, and sustainable solutions that add value to our business, our customers, and society.
- We adopt cutting-edge technologies and best practices in production and control, striving for efficiency, sustainability, and excellence at every stage.

Secil Group proudly aligns with international institutions and strategic partnerships that champion sustainable practices, guided by the United Nations Sustainable Development Goals (SDGs).