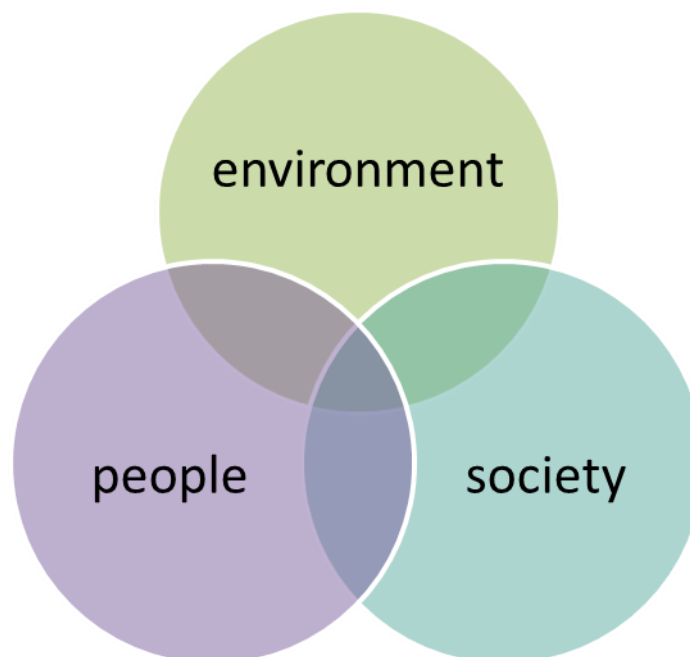# CSR and Environmental Management Policy

With the advance of globalization it is becoming more and more important to imply **social responsibility** with the respect for the fundamental principles by which people live and work together.

Our Business Philosophy is to empower people and talents, promote technology and innovation, contribute to society, provide high quality products and services, thereby contributing to a **better global society**.

Our business is based on **sustainability** – ensuring that our activities **preserve the environment** for future generations. With respect to research, development, production, sales and waste disposal, we recognize the importance of environmental protection at all times, comply with environmental laws and regulations, and make every effort to manufacture products with due consideration to the environment.

At the same time, creating **shared value** goes beyond compliance and sustainability. Any business that thinks long term and follows sound business principles creates value for shareholders and for society through its activities.

As a responsible company, we recognize that our activities (operations, products and services) have an impact on and can therefore contribute to the society in which it operates and aims to take this into account by taking appropriate actions, outlined in Musala Soft's Corporate Social Responsibility policy, that are over, and above compliance with legal minimum requirement.

To this end we at Musala Soft commit to the following statements and goals:

- To ensure sound corporate governance and compliance practices, and increased transparency on reporting on those activities.

- To operate our business in a manner that is sensitive to the needs and concerns of the people and the surrounding environment.

- To use where practical the latest technology to develop sound environmentally conscious means of providing our services.

- To integrate environmental issues into our decision making, whilst recognizing that business concerns might affect the course of action.

- Where practical to reduce or eliminate pollution.

- To continually look for ways to improve our business and reduce our environmental impact.

- To educate and train our employees in the use of environmentally conscious practices, recognizing that no matter what their roles are, they are also responsible for protecting the environment.

- To continue to provide talent management and well-being programs committed to supporting a diverse environment where employees can thrive and excel.

- To ensure compliance with relevant society and environmental legislation and other requirements related to our operations.

- To work cooperatively with the local community and other stakeholders to further common environmental objectives.

- To set, periodically review and achieve our environmental objectives and targets for continual improvement.

- To communicate and reinforce this policy throughout our organization.

- To build relationships with suppliers whose CSR goals and activities are aligned with our expectations.