



## Corporate Social Responsibility Policy

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## Purpose

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**Corporate Social Responsibility** is the continuing commitment by business to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large. (*WBCSD publication Making Good Business Sense by Lord Holme and Richard Watts*)

It is a step further than legal or regulatory compliance, a conscious and free pledge to improve the world around us. It has human, social and environmental dimensions.

It is the proactive and on-going self-improvement and continuous learning process, adapting to an ever-changing complex business and social environment.

It is the commitment to mitigate and reduce any potential negative impact and pursue business goals in a socially responsible manner, contributing to the wellbeing of employees and their families, neighboring communities and society.

Our CSR Vision is:

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*“To pursue at all times our business goals and create value in an ethical and socially responsible manner, aiming to make a positive impact on society and local communities.”*

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## Scope

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The TITAN Group CSR applies to all Group operations and is aligned with the TITAN Group Code of Conduct and Group policies related to TITAN standards and commitments for sustainable development.

Business units and/or regions may differentiate their CSR policies to adapt to their individual needs, but only so long as they don't contradict any of the Group Policy statements, or omit important aspects of the Group Policy.

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## Principles

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In order to achieve our CSR Vision, the critical areas are the following:

- Our business practices are guided by and based on the TITAN Values and Code of Conduct.
- Safety is a top priority, aiming to achieve an accident and incident-free work environment.
- We are committed to sustainable growth, integrating the human, environmental and social perspective into our business decisions.

- We aim to continuously improve our environmental and social performance, measuring our impacts and contributions, and assessing our environmental and social footprint.
- We aim to build trust with all our stakeholders by communicating openly and transparently, and by seeking engagement to understand their concerns and the impact of our operations.
- We share our know-how, experience and best practices in areas relevant to our business, with a view to add value and contribute to the well-being of our neighboring communities.
- We value our employees and follow human resources practices that **do not tolerate discrimination, promote** equal opportunity and **diversity and inclusion**, in recruitment, employment and development- regardless of age, gender, race, ethnicity, physical ability, sexual orientation or national origin, respect individuality and are consistent with national laws and international voluntary guidelines, such as the UN Universal Declaration of Human Rights, **International Labor Organization’s Conventions on Labor and the UN Global Compact**.
- We deal with our supply chain in accordance with our Group and Regional Procurement Codes of Conduct.
- We voluntarily engage in and support partnerships and business networks that promote our business goals and CSR vision, such as the U.N. Global Compact, WBCSD/CSI, the E.U. Alliance for CSR, the U.S. Concrete Joint Sustainability Initiative, etc.
- We aim to be active in civic efforts and the process to advance the use and benefits of our products and preserve the long - term viability and economic prosperity of our industry.
- We encourage and recognize individual initiative and voluntarism in community and civic activities at all employee levels, both related and unrelated to our business.
- We are committed to periodically having our CSR practices and reports externally assured.

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## Management and Responsibility

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Every TITAN Group employee is responsible for reading, understanding and complying with this Policy.

At the beginning of your employment with TITAN Group and throughout the term of your employment, you will be asked to read and comply with this policy, as well as to report internally any incident of potential non – conformity.

All TITAN Group employees are **strongly encouraged** to participate in relevant training programs and workshops provided to support employee engagement in promoting and safeguarding TITAN values and commitments. Further, the dissemination of principles and practices aligned with this Policy, and the training of business partners and stakeholders, with priority to our suppliers, is also strongly encouraged.

The Group CSR Department ensures the implementation of the Policy and reviews annually the outcomes from its implementation.

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## Queries and Updating of the Policy

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Queries should be addressed to the Group CSR Department, which has the responsibility for updating this Policy and related guidelines, based on experience gained, the evolution of best practices and changes in the regulatory frameworks.