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# **Corporate Social Responsibility Policy**

**L.Y.D.N Ltd**  
**Corporate Social Responsibility Policy**

Corporate Social Responsibility (CSR) is about how companies conduct their business in an ethical way, taking account of their impact economically, socially, environmentally and in terms of human rights. CSR includes social partners such as local communities, and global responsibilities such as protecting the environment and ensuring good labour standards in overseas suppliers.

Our company recognises the importance of being a responsible corporate citizen and is committed to conducting our business in a socially responsible and sustainable manner. Our Corporate Social Responsibility (CSR) policy is regularly reviewed and sets out our responsibilities, commitments, and actions towards social, environmental, and ethical issues.

**1. Social Responsibility:** We aim to positively impact the communities in which we operate. We will:

- Provide safe and healthy working conditions for our employees
- Encourage diversity and inclusion
- Respect human rights and promote fair labour practices and ensure that our activities do not directly or indirectly violate human rights in any country (e.g., forced labour)
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- Support local community development initiatives

**2. Environmental Responsibility:** We aim to minimise the environmental impact of our operations. We will:

- Comply with all relevant environmental laws and regulations
- Reduce waste and promote recycling and reuse
- Use sustainable materials and energy-efficient technologies
- Encourage sustainable transportation practices

**3. Ethical Responsibility:** We aim to conduct our business with integrity and ethical behaviour. We will:

- Comply with all relevant laws and regulations
- Conduct business with transparency and honesty
- Avoid conflicts of interest and ensure fair competition
- Protect confidential information and intellectual property

**4. Stakeholder Engagement:** We believe that effective stakeholder engagement is key to achieving our CSR objectives. We will:

- Listen to and respond to the needs and concerns of our stakeholders
- Communicate our CSR policies and performance to stakeholders

- Collaborate with stakeholders to identify and address social and environmental issues

**5. Continuous Improvement:** We are committed to continuously improving our CSR performance. We will:

- Set and review CSR objectives and targets
- Monitor and report on our CSR performance
- Conduct regular audits and assessments to identify areas for improvement
- Engage in ongoing education and training to improve our CSR knowledge and skills

**6. Workplace bullying:** Our company ensures that the company's zero-tolerance policy towards workplace bullying and outline the consequences for engaging in such behaviour. It is important to define what workplace bullying is and how it can manifest in different forms. This can include physical, verbal, or psychological abuse, intimidation, and harassment.

Secondly, we provide guidelines for reporting workplace bullying incidents, including who to report to, the procedures for reporting, and the confidentiality measures in place to protect the victim's identity. It is also important that we outline the steps we will take to investigate and respond to the reports of bullying.

We provide training and awareness programs to educate employees on workplace bullying and how to prevent it. This includes training on conflict resolution, communication skills, and respectful workplace behaviour. It is also important that we provide support resources for employees who have experienced workplace bullying, such as counselling or employee assistance programs.

We regularly monitor and evaluate the effectiveness of our workplace bullying prevention policies and programs, and make necessary improvements based on the feedback received from employees and stakeholders.

In conclusion, workplace bullying is a serious issue that can have significant impacts on the physical and mental health of our employees, as well as the company's reputation and bottom line. By including specific measures in our CSR document, we can demonstrate our commitment to creating a safe and respectful workplace culture and help prevent workplace bullying from occurring.

We recognise that achieving our CSR objectives requires the commitment and support of all our employees, partners, and stakeholders. We encourage everyone to actively participate in our CSR efforts and to help us create a sustainable future for all.

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Signed	
Date	12/09/2023
Position	Director