

Corporate Social Responsibility Policy

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Corporate Social Responsibility (CSR) Policy

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1.0	September 2014	PWG approved	PWG
1.5	12 August 2015	Policy owner review. No changes. PWG approval 2015	PWG
2.0	19 October 2016	Legal review. CWG Approved	CWG
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3.0	1 September 2018	CWG approved with updates.	CWG
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4.2	30 June 2021	CWG approved with updates	CWG
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5.1.	31 March 2024	Annual review	Lynn Thacker-Hart
6.0	1 March 2026	Updates to entire policy	Lynn Thacker-Hart

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1.0 Introduction

Foundever® has adopted a Global Code of Conduct and Ethics (“Code of Conduct”) which defines the ethical standards by which Foundever conducts its business. As a complement to the Code of Conduct, Foundever has adopted this Global Corporate Social Responsibility (CSR) policy (this “Policy”) to document the company’s commitment to best practices in the area of Corporate Social Responsibility. The topics addressed in this Policy also may be covered in the Code of Conduct or in more detailed policies or procedures.

1.1 Objective

This Policy and the Code of Conduct provide a framework, based on industry standards and best practices, for assessing risk and deploying appropriate measures to mitigate such risk. The Policy framework defines the company’s CSR expectations, helps the organization and relevant third parties in meeting those expectations and provides an ethical basis upon which to provide the company’s services.

1.2 Scope of policy

This CSR Policy applies to any persons acting on behalf of Foundever, including all directors, officers, associates and interns of Foundever and those of all operating companies and subsidiaries directly or indirectly controlled by Foundever. In this Policy “Foundever” or “the Company” will be used to represent the entire scope.

The Company is committed to working with and encouraging its stakeholders to uphold the principles in this Policy and to adopt similar policies within their operations. The Company is committed to including this Policy as a reference in the selection of its main business partners. The Company is committed to refraining from working with business partners that refuse to upgrade their standards regarding child labor, forced labor, and health and safety working conditions.

1.3 Glossary

Corporate Social Responsibility (CSR)

This is the process that manages the company’s commitment to the wellbeing and human rights of its associates, safeguarding the environment through the reduction of waste and emissions, the ethical conduct of the business and the support to local communities.

1.4 Related/associated documents

Number	Description
GLO-COMPL-PL-003	Global Code of Conduct and Ethics
GLO-COMPL-PL-001	Vendor Code of Conduct
GLO-ESG-PL-002	Global Environmental Policy
GLO-ESG-PL-003	Global Human Rights Policy
GLO-COMP-PL409	Global Anti-corruption and Bribery Policy

2. Governance

The following is the governance structure for this Corporate Social Responsibility (CSR) Policy:



*Note: Dedicated Global Role

Role	Responsible for
CEO	<p>The CEO plays a crucial role in shaping and driving a company's Environmental, Social, and Governance (ESG) overall strategy and stakeholder engagement. The CEO is accountable for the following categories and is informed on all client and competitive trends:</p> <ul style="list-style-type: none"> • ESG Strategy, Material Topics and KPIs or commitments • Impacts, Risks and Opportunities • Policies and actions • Investments required to support strategy/ external commitments • New country or facility ESG requirements • ESG Reporting, Frameworks, Regulations
ESG Advisory Committee	<p>The ESG Advisory Committee consists of the executive sponsors for each pillar. The advisory committee is informed on all ESG strategy, material topics, KPIs and commitments along with impacts, risks and opportunities ESG topics, including any investments required to support strategy/ external commitments, new country or facility ESG requirements as well as ESG reporting, frameworks and regulations.</p> <p>It is composed by executive sponsors for each pillar of ESG</p> <ul style="list-style-type: none"> • Environmental led by the Chief Digital and Technology Officer • Social led by the Chief People Officer • Governance led by the Chief Legal Officer
Global ESG team	<p>The Global ESG team plays a major role in supporting Environmental, Social, and Governance (ESG) initiatives, ensuring they communicate both to leadership and at the local level to align with corporate strategy and stakeholder expectations, drives adoption at the departmental and local levels, including the capture of data points for related material topics. They support all initiatives in the following categories and are responsible for all client and competitive trends at the global level:</p> <ul style="list-style-type: none"> • ESG Strategy, Material Topics and KPIs or commitments • Impacts, Risks and Opportunities • Policies and actions • Investments required to support strategy/ external commitments • New country or facility ESG requirements • ESG Reporting, Frameworks, Regulations <p>The Global ESG Team participates in all Global Working Committees and has a dotted line to the ESG Market Leaders. Creates the annual Non-Financial Reports and the United Nations Communications of Progress that tracks and measures our performance against the defined strategies and KPIs which are to be third-party verified in the future. Responds to the client, board, or shareholder requests whether through annual processes such as supplier vendor questionnaires, sustainability rating organizations or community relations events. Coordinates internal and external communications to key stakeholder groups with the partnership of global marketing, account management and in the communities in which we support. Consulted on relevant local regulation, ensuring the Company is up to date with relevant regulation and any required actions/adjustments to strategy are made accordingly with the help of the market or country ESG Leads.</p>

3. Policy Statement

Foundever is committed to conducting business responsibly, ethically, and sustainably. Our CSR policy reflects our dedication to creating long-term value for our clients, associates, communities, and the environment. We align our efforts with global standards such as the UN Global Compact, the GRI framework, and the Science Based Targets initiative.

3.1.1 Environment

We strive to minimize our environmental footprint through:

- Reducing greenhouse gas emissions across operations and supply chains
- Promoting energy efficiency and digital sustainability
- Implementing responsible waste management and recycling practices
- Encouraging sustainable procurement and vendor partnerships

3.1.2 Social impact

We foster a culture of inclusion, respect, and empowerment by:

- Promoting diversity, equity, and inclusion (DEI) across all levels of the organization
- Supporting employee well-being through mental health programs and flexible work arrangements
- Engaging with local communities through volunteerism, education, and social initiatives
- Ensuring fair labor practices and safe working conditions globally

3.1.3 Community Support

Where appropriate, Foundever will work with organizations to encourage support of local charities in which we operate within, following our Anti-Corruption and Bribery policy and the Gifts and Donations Process, and foster associate volunteerism as a means of giving back to the community and having a positive and lasting impact on society. Budgeting for donations is at the discretion of each local site and/or country.

The company's community programs aim at strengthening relations between the company and the communities in which the company operates. Foundever encourages associate involvement in local charities and associates to give time and expertise to meaningful causes and other organizations the company supports based on our material topics such as environmental, education, mentorship, wellness, etc.

3.1.4 Data privacy and security

Protecting data is central to our operations:

- We comply with global privacy regulations including GDPR, CCPA, and others
- Our cybersecurity framework includes rigorous protocols, continuous monitoring, and breach response plans
- Associates receive regular training on data protection and ethical handling of information
- We maintain transparency and accountability in managing client and customer data

3.1.5 Ethical Governance

We uphold the highest standards of integrity through:

- A robust Global Code of Conduct and Ethics that guides employee behavior and decision-making
- Anti-corruption policies and procedures and whistleblower protections
- Compliance with all applicable laws and regulations
- Oversight by ESG Advisory committee and the leadership to ensure ethical performance

3.3 Implementation, awareness & training

Training and communication on the topics of CSR shall have due regard to:

- associate role and level, activities, responsibilities and accountabilities
- key concepts, standards, policies and processes
- global, regional and local requirements
- frequency and acknowledgment/record-keeping
- evaluation of effectiveness of training and communications

3.4 Compliance monitoring & non-compliance

We track our progress and report our progress on an annual basis, and remain accountable by:

- Setting measurable goals and KPIs for each CSR pillar
- Publishing annual ESG reports using recognized standards
- Engaging stakeholders through feedback and collaboration

3.5 Enforcement

The enforcement of this policy requires that all associates, leaders, and operational functions consistently uphold its standards. Foundever expects full compliance from every member of the organization, and any failure to respect the policy's requirements may result in corrective measures aligned with internal disciplinary procedures. These consequences can apply to individuals as well as functional areas that do not meet their responsibilities, ensuring accountability at every level.

3.6 Data, information & systems

Foundever creates a culture of engagement to deliver the best workplace environment for our people, recognizing and rewarding our associates' commitment to the business and our clients. Our associates around the world connect as a global #ForceForGood to make an impact for a better tomorrow.

As a part of our annual reporting, Foundever tracks our community engagement activities through the Foundever #ForceForGood Community Tracker. This reporting is utilized to show the good we do around the globe with our associates, clients, and other stakeholders.

[#ForceForGood Community Tracker](#)

Foundever should absolutely track community engagement opportunities—and not just because it's good PR. It's a strategic move that aligns with our mission, values, and long-term business goals. Here's why it matters:

1. Strengthening Social Impact

Empowering Distressed Communities: The Foundever [CX for Good](#) initiative focuses on upskilling talent from underserved areas. Tracking engagement helps ensure these programs are reaching the right people and making a measurable impact.

Driving Inclusivity: By monitoring who's engaged and how, Foundever can uphold its commitment to equal opportunity and inclusivity across all its outreach efforts.

2. Measuring ROI on Social Programs

Data-Driven Decisions: Tracking allows Foundever to assess which initiatives are most effective, helping them allocate resources wisely.

Transparency & Accountability: It supports their pledge to maintain high standards of transparency in all social initiatives.

3. Building Brand Loyalty & Employee Pride

Internal Culture Boost: Employees who see their company actively supporting communities often feel more connected and prouder of their workplace.

External Reputation: Community engagement builds trust with clients and partners who value corporate responsibility.

4. Enhancing Global & Local Reach

Localized Impact: Tracking helps tailor programs to specific community needs, whether in Manila or Wise, Virginia.

Global Strategy Alignment: It ensures local efforts contribute to broader global goals, like education access and workforce development.

Use a Robust Framework

Foundever already references the Global Reporting Initiative (GRI) Standards in its ESG reporting. To go further:

Adopt or tailor frameworks like the **Social Return on Investment (SROI)** or **Theory of Change** to quantify outcomes beyond surface-level metrics.

Align with UN Sustainable Development Goals (SDGs) to benchmark global relevance.

Track Outcomes, Not Just Outputs

Instead of just counting training sessions or community events:

Measure long-term outcomes like job placements, income growth, or improved digital literacy in underserved communities.

Use stakeholder-reported metrics, as Bayer's Crop Science division does, to capture real-life impact.

Collaborate for Broader Reach

Partner with local NGOs, educational institutions, and governments to co-create initiatives and share data.

Join industry coalitions to benchmark and learn from peers.

3.7 Policy storage

The policy can be found on our environmental, social and governance webpage and within Ever-Connect.

3.8 Reporting on progress

Public reporting will include results and outcomes that will be communicated on an annual basis on Foundever public-facing platforms within Foundever non-financial reports. This Policy will be updated on an annual basis.

3.9 Reporting incidents

Associates have a responsibility to prevent actions that may damage Foundever's reputation and business, which involves avoiding complicity in any Human Rights abuses. Associates should disclose any activity that may have the appearance of being unethical and also report behaviors, known or suspected, that involve fraud, dishonest acts, misappropriation of Company property, misuse of confidential information or financial transactions, unauthorized destruction of property or records, or other violations of the laws or this Policy.

Actual or potential violations of this Policy or applicable law or questionable conduct may be reported to the associate's direct supervisor, another member of management, Human Resources, or the Legal Department. Concerns also may be reported via the Foundever Ethics Hotline [EthicsPoint](#), which is answered by an independent company and is available 24 hours a day, every day. Local toll-free numbers may be found at [EthicsPoint](#).

Reports may be submitted anonymously where permitted by law.

Foundever strictly prohibits retaliation against any person for making a report in good faith or cooperating in an investigation.