



CSR Chargeurs Wool Mills Policy

Through comprehensive management, within strict compliance with the laws in force, one of the purposes of the **Chargeurs Wool Industrial Facilities** is to contribute actively and voluntarily towards the responsible and sustainable development of the communities in which it operates to improve their economic, social and environmental conditions.

To this end, we carry out various voluntary initiatives in a dynamic and multidimensional manner and which are commitments to the people working closely with our Company and are continually evolving.

The principles on which Chargeurs Wool CSR is based are:

ETHICS	<p>Legality: CW adheres to legal guidelines for safety and fair dealing. Every partnership and collaboration will be open and transparent. Business value and financial benefits will result only from legitimate business operations. We will always respect the Law including anti-bribery and anti-corruption practices. Our company is also committed to always honor its internal policies.</p> <p>Business Ethics: CW will always conduct business with integrity and respect to human rights. We will establish appropriate policies and procedures to promote good business ethics, as respect towards the consumer, ethical corporate governance and anti-corruption practices. Our company will follow society's ethical expectations.</p> <p>Human Rights: CW is committed to the protection of human rights (UN human rights declaration), equal opportunity employment and the incorporation of all fair labor practices. It will ensure that its activities do not directly or indirectly violate human rights in any country (e.g. forced labor, child labor, discrimination practices, etc.). CW through the annual supplier review process ensures that all suppliers comply with the commitments of this policy.</p>
ENVIRONMENT	<p>Protecting and preserving the environment: CW recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing wastewaters and using chemical substances. Stewardship will also play an important role. Apart from legal obligations, CW is proactive in the promotion and use of energy from renewable sources reducing the impact on global warming, recycling and the incorporation of environmentally friendly technologies.</p>
SOCIAL	<p>Protecting people: CW ensures that as a result of its activity, it will not risk the health and safety of our employees and community. We will also avoid harming the lives of local people. We support diversity and help preserve important cultural elements.</p> <p>Supporting our people and the community: supports continued professional development of our employees and community educational programs (student scholarships and sponsoring sports, educational, entrepreneurial, and other supplementary programs for schools).</p> <p>Learning: CW is actively investing in research & development. Our company is open to suggestions and listens carefully to ideas from different stakeholders to continuously improve the way it operates.</p>

The compliance and commitment with all these principles is an essential part of the strategy that ensures the sustainability and success of our company.

CW Industrial Director, January 2017