

CORPORATE SOCIAL RESPONSIBILITY POLICY

This Corporate Social Responsibility (CSR) Policy represents ZIPPER's commitment to all stakeholders—customers, employees, shareholders, suppliers, and the communities in which we operate—to conduct our business operations in a manner that is economically, socially, environmentally, and ethically sustainable.

Through its CSR Policy, Zipper aligns its business approach with the principle of coherence between its conduct in business, its treatment of shareholders and employees, and its impact on the environment. The goal is to ensure the sustainable development of both the company and the community it serves. ZIPPER adheres to the following guiding principles:

- Sustainability – Promoting practices that minimize negative environmental impact and ensure the sustainable use of resources;
- Transparency – Providing clear and honest information regarding operations, practices, and community impact;
- Ethics and Integrity – Upholding ethical practices and avoiding behaviors or decisions that may harm employees, clients, or other stakeholders;
- Responsibility Toward Employees – Ensuring a safe, respectful, and fair work environment, with a focus on professional development and employee well-being;
- Social Responsibility Toward the Community – Actively engaging in community support to address social, educational, and health needs;
- Diversity and Inclusion – Promoting workforce diversity and creating an inclusive environment that values each employee's contribution;
- Stakeholder Engagement – Collaborating with a wide range of stakeholders, including customers, suppliers, employees, and local communities;
- Responsible Governance – Implementing a governance system that encourages ethical and responsible decision-making at both leadership and organizational levels;
- Social Innovation – Using innovation to develop solutions that address social challenges and contribute to sustainable development;
- Respect for Human Rights – Ensuring the protection of fundamental employee rights and contributing to the prevention of human rights violations across the supply chain;
- Sustainable Societal Development – Striving for a balance between economic, social, and environmental considerations.