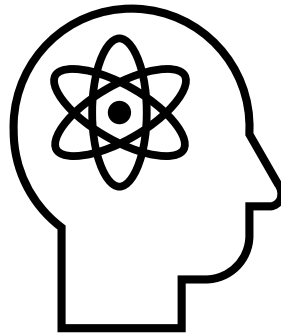


'Social Responsibility Statement'



Handtekening:

Namens: Directie
Naam: J.L. Dekkers
Functie: COO
Datum: 01 juli 2022

Handtekening:



'Social Responsibility Statement'

CORDIAL shall endeavor to conduct its business in a socially responsible manner. This shows in the way we deal with our employees, suppliers, customers and the communities in which we are located. We consider it very important to create and maintain a sustainable business.

The main components of this policy are:

- Human rights
We support and respect the human rights proclaimed by the United Nations. Also, we will ensure that we are not complicit in human rights abuses.
- Child labor
We will not use child labor and endeavor to promote the abolition of child labor in general.
- Forced labor
We support the elimination of all forms of forced and compulsory labor.
- Freedom of association
We support freedom of association and the right to collective bargaining.
- Discrimination
We support the elimination of discrimination in employment and occupation.
- Wage/salary
We will pay our employees a salary that meets or exceeds the minimum standard by the government of the country concerned, or failing that, a standard accepted by the industry.
- Contributors
We want to create an attractive, safe and healthy working environment for our employees, with the attention and stimulation for training and development.
- Internal communications
We recognize the importance of good internal communication and therefore we are committed to a constructive and timely, open and effective communication with our employees and their representatives.

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