

Corporate Social Responsibility (CSR) Policy

Introduction

Teletrend AG is committed to conducting business in a way that is ethical, socially responsible, and environmentally sound. This CSR policy outlines our core values and the principles that guide our interactions with employees, customers, suppliers, and the communities we serve.

Our Values

- **Integrity:** We conduct business ethically and with transparency.
- **Respect:** We treat everyone with respect and value diversity.
- **Responsibility:** We are accountable for our actions and strive to make a positive impact.
- **Sustainability:** We are committed to integrating environmental and social responsibility into all aspects of our business.

Areas of Focus

Our CSR policy focuses on the following key areas:

- **Workplace:** We will provide a safe, healthy, and inclusive work environment for all employees. We will be committed to fair labor practices, equal opportunity, and employee development.
- **Work-Life Balance:** We will promote a healthy work-life balance for our employees by offering flexible work arrangements, such as flexible work hours and remote work options. We recognize the importance of providing employees with the flexibility they need to manage their personal and professional responsibilities effectively.
- **Environment:** We will minimize our environmental impact through resource efficiency, waste reduction, and responsible waste management practices. We will promote the use of renewable energy and sustainable technologies.
- **Community:** We will actively engage with the communities in which we operate and support initiatives that address social needs.
- **Partnerships:** We will build strong, sustainable relationships with our suppliers and partners who share our commitment to CSR practices.

Implementation

We will develop specific programs and initiatives to implement this policy across all areas of our business. We will monitor and report on our CSR performance on a regular basis.

Transparency

We are committed to transparency with all stakeholders. We will communicate our CSR efforts openly and regularly through annual reports, our website, and other relevant channels. We will also welcome feedback and suggestions from our stakeholders for continuous improvement.

Shared Responsibility

We believe that achieving responsible business practices requires collective effort. We encourage all employees to embrace the principles outlined in this CSR policy and contribute to our commitment to social responsibility.

Together, we can build a better future.