

SOCIAL RESPONSIBILITY POLICY

At **Garant Group**, we are committed to acting in a socially responsible manner in all aspects of our business. We believe that our success depends not only on our financial performance, but also on our ability to create value for our stakeholders and contribute to the well-being of the communities in which we operate.

Our social responsibility policy includes the following key elements:

Ethical business practices: We are committed to conducting our business with the highest standards of ethical behavior and integrity. We expect our employees, suppliers, and business partners to adhere to the same standards.

Environmental sustainability: We are committed to minimizing our environmental impact and promoting sustainable practices throughout our operations. This includes reducing our energy consumption, using renewable energy sources, reducing waste and pollution, and promoting sustainable supply chain practices.

Workplace diversity and inclusion: We are committed to creating a workplace that is diverse, inclusive, and free from discrimination and harassment. We believe that diversity and inclusion are essential to our success and are committed to promoting these values throughout our organization.

Community engagement: We are committed to being an active and responsible member of the communities in which we operate. We support local initiatives and organizations that promote education, health, and social well-being.

Transparency and accountability: We are committed to being transparent and accountable in our business practices. We regularly report on our social and environmental performance and welcome feedback from our stakeholders.

Garant Group's social responsibility policy reflects our commitment to creating long-term value for our stakeholders and contributing to a more sustainable and equitable world.