

Labianca Company Limited Corporate Social Responsibility (CSR) Policy

Introduction:

At Labianca Company Limited, we recognize the importance of Corporate Social Responsibility (CSR) in contributing to the well-being of our communities and the environment. We are committed to conducting our business ethically, sustainably, and responsibly, while striving to make a positive impact on society. This CSR policy outlines our guiding principles and initiative.

Guiding Principles:

- 1. Ethical Business Practices:**
 - o We are committed to conducting our business with the highest ethical standards.
 - o We will comply with all applicable laws and regulations, promoting transparency and accountability in our operations.
- 2. Environmental Sustainability:**
 - o We will minimize our environmental impact by implementing eco-friendly practices and technologies.
 - o Our operations will adhere to responsible resources management, waste reduction, and energy efficiency.
- 3. Community Engagement:**
 - o We will actively engage with the community in which we operate, seeking to understand their needs and concerns.
 - o We will support local initiatives and contribute to community development through partnerships and sponsorships.
- 4. Employee Well-being:**
 - o We are committed to providing a safe and healthy work environment for our employees.
 - o We will invest in employee development, promote diversity and inclusion, and uphold fair labor practices.

Initiatives:

- 1. Environmental Responsibility:**
 - o Implement energy-efficient technologies and practices in our cold storage facilities.
 - o Reduce waste through recycling programs and sustainable packaging initiatives.
- 2. Philanthropic Responsibility:**
 - o Establish partnership with local organizations to support community projects and initiatives.
 - o Organize employee volunteer programs to contribute to local charities and events.
- 3. Employees development:**
 - o Provide ongoing training and development opportunities for employees to enhance their skills.
 - o Foster a positive workplace culture that promotes health and well-being.

4. Ethical Responsibility:

- o Collaborate with suppliers who share our commitment to ethical and sustainable business practices.
- o Encourage suppliers to adopt environmentally friendly and socially responsible policies.

Monitoring and Reporting:

We will regularly review and assess the effectiveness of our CSR initiatives, making necessary adjustments to align with involving standards and best practices. An annual CSR report will be published to transparently communicate our progress to stakeholders.

Benefits of Corporate Social Responsibility (CSR):

As important as CSR is for the community, it is equally valuable for a company. CSR activities can help forge a stronger bond between employees and corporations, boost morale and aid both employees and employers in feeling more connected to the world around them. Aside the positive impact to the planet, below are some additional reasons Labianca Company pursue CSR;

1. Brand Recognition:

Per a publication in the Journal of consumer psychology, consumers are more likely to act favorably towards a company that has acted to benefit its customers as opposed to companies that have demonstrated an ability to deliver quality products. Customers are increasingly becoming more aware of the impact companies can have on their community and may now base purchasing decisions on the CSR aspect of business. With this in mind, Labianca engages more in CSR so that we will receive favorable brand recognition.

2. Investor Relations:

Labianca Company Limited is looking to get an edge and outperform the market by enacting CSR strategies that tend to improve how investors feel about our organization and how they view the worth of our company.

3. Employees Engagement:

Labianca Company Limited engagement in CSR related responsibilities helps employees to enjoy non-financial job benefits and this strengthens employee retention. Workers are more likely to stick around a company that they believe in which in turn reduces employee turnover dis-granted workers and the total cost of new employees.

4. Risk Mitigation:

Once Labianca Company Limited practices CSR, it will mitigate risk by avoiding troubling situations such as preventing discrimination against employee groups, disregard for the environment and unethical use of Company funds. This may lead to lawsuits, litigation or legal proceedings that may harm the company financially.

Conclusion:

At Labianca Company Limited, CSR is an integral part of our business strategy, reflecting our dedication to responsible and sustainable business practices. We will continue to evolve

our initiatives to create a positive impact on the environment, communities, and the well-being of our employees.