

# CSI'S SOCIAL AND ENVIRONMENTAL RESPONSIBILITY POLICY



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## **Preamble**

This policy outlines the commitment of Carbon Standards International (CSI) to conducting business in a socially responsible and environmentally sustainable manner. This policy defines CSI's commitment to protecting the environment, ensuring a safe and healthy workplace, and comply with legal and ethical standards.

CSI integrates environmental, social, and ethical considerations into its management systems and business decisions and is committed to continual improvement of its performance.

## **Aim of the document**

This policy focuses on the environmental and social commitments of the company CSI itself.

The requirements for the environmental and social responsibility of carbon dioxide removal suppliers are outlined in the CSI Standards and requested for projects. Compliance is audited by independent Validation and Verification Bodies / Certification Bodies (VVBs/CBs).

This policy applies to all employees. As an employer, CSI will communicate the importance of environmental and social responsibility, and the associated expectations, to all staff and other close stakeholders, such as contractors. All employees are required to familiarise themselves with this policy and any specific requirements relevant to their function in CSI.

## 1. Commitments and Principles

Here at Carbon Standards International (CSI), our professional commitment covers a wide range of topics:

- It is vital that we comply with all applicable legal, regulatory and other requirements.
- Protection of the environment is of paramount importance, and should include measures to prevent pollution and to use resources in a sustainable way.
- It is vital that we demonstrate respect for human rights and adhere to internationally recognised labour standards.
- The promotion of health, safety, well-being, diversity, equality and inclusion is of paramount importance.
- We are committed to conducting our business in an ethical, transparent and accountable manner.
- We are committed to continuous improvement of environmental and social performance.

## 2. CSI`s Social Responsibility Policy

### 2.1. Working Environment

- CSI is committed to fostering a positive, inclusive, and supportive working environment that enables employees to develop both socially and professionally. The company encourages a results-oriented, autonomous, and team-focused culture, while remaining open to new ideas and continuous improvement.
- Carbon Standards International is involved in the development and updating of standards on a daily basis. They are dedicated to upholding ethical and social standards.
- CSI operates in accordance with Swiss employment laws, which provide comprehensive regulations on working hours, holiday entitlements, and additional leave (e.g., for weddings and births) and so on. Furthermore, CSI places significant emphasis on social issues and offers further benefits to enhance employee well-being, motivation, and workplace satisfaction.

### 2.2. Employee Well-being and Engagement

CSI promotes open communication and employee support through:

- Regular check-ins and one-to-one discussions
- Access to a confidential superior
- Compliance regulations and a formal whistleblower policy.

Informal interaction and team cohesion are encouraged through:

- Shared breakfasts and coffee breaks, with complimentary coffee and tea

- A company canteen at the headquarter, offering regional, sustainable, and organic food options, including vegetarian meals at affordable prices
- Company outings and group sports activities (e.g., skiing days, running groups), including refreshments and meals.

### **2.3. Safe and Healthy Workplace**

CSI ensures a comfortable and productive working environment by providing:

- Safe and healthy working environment that exceeds minimum legal requirements
- Ergonomic workstations with height-adjustable desks
- Private rooms and quiet spaces for meetings and focused work
- Ensure access to appropriate safety and emergency equipment
- Promote physical and mental well-being, including work-life balance initiative
- Clearly regulated home office arrangements
- Tools, resources, and training to support employee health and resilience

### **2.4. Human Rights and Labour Standards**

CSI is committed to:

- Upholding and respecting human rights
- Ensuring treating all individuals fairly and with respect, regardless of background or personal characteristics, race, colour, sex, language, religion, political opinion, national or social origin, property, birth, or other status

### **2.5. Community Responsibility**

Employees undertake to:

- We are committed to acting as a responsible and conscientious neighbour in all areas of operation.
- It is vital that we respond promptly to incidents affecting local communities.
- It is vital to report all relevant occurrences to the relevant authorities and to communicate transparently with all affected stakeholders.
- We are proud to support community initiatives that promote health, education and social welfare.

## **3. CSI`s Environmental Policy**

### **3.1. Commitment**

CSI`s professional commitment extends to a wide range of areas:

- Protecting the environment, including the prevention of pollution and sustainable use of resources.

- Complying with all applicable environmental legal and regulatory requirements, as well as other obligations to which the company subscribes.
- Minimizing environmental impacts, prevent pollution and continually improving environmental performance and the effectiveness of the environmental management system.

### **3.2. Transport and Business Travel**

CSI commits:

- It is vital that we reduce greenhouse gas emissions associated with business travel and logistics.
- It is recommended that environmentally friendly transport options, including rail travel within Europe, be encouraged.
- In order to reduce the amount of unnecessary travel, it is recommended that video conferencing and remote collaboration be promoted.
- It is vital that we continue to promote the use of electric vehicles within the company fleet, and that we do so in a sustainable manner by using renewable energy sources such as solar power.
- Please be sure to consider the environmental impact of your choice of industry events and conferences, and of your attendance at such events.
- It is vital to strike a balance between operational needs and sustainability. This can be achieved by organising essential in-person meetings and workshops in an efficient manner

### **3.3. Energy and Resource Management**

We are pleased to confirm that the following areas fall within the scope of our energy and resource management:

- Enhance the energy efficiency of our buildings by implementing insulation measures and sustainable energy systems.
- It is recommended that renewable energy sources, including solar energy, be used wherever possible.
- It is vital to promote environmentally responsible procurement, prioritising sustainable and resource-efficient products and services.
- It is vital to reduce overall consumption of energy, water, and materials.

### **3.4. Waste Management**

CSI staff is required to:

- Promote digital solutions in order to reduce paper consumption (“Think before you print”).
- Adhere to all waste management procedures and proactively contribute to waste reduction initiatives.
- It is vital that we minimise waste generation and promote the reuse and recycling of materials.
- Please ensure that waste is segregated and disposed of properly, in accordance with the relevant regulations.

- It is imperative to refrain from any hazardous waste practices and to ensure safe handling and disposal where required.

#### **4. Roles and Responsibilities**

- Management is responsible for implementing, maintaining, and reviewing the environmental management system.
- Employees are responsible for complying with this policy and contributing to environmental objectives and targets.

#### **5. Reporting and Compliance**

CSI ensures:

- Incidents that may have an impact on the environment, health, safety or the community are reported and addressed.
- Employees are able to raise concerns via the designated reporting channels.
- It is essential to carry out regular monitoring and evaluation of compliance and performance.

#### **6. Review and Continuous Improvement**

This policy will be reviewed periodically to ensure its continued suitability, adequacy, and effectiveness, and to support CSI's commitment to continual environmental improvement.