

## **INW Corporate Social Responsibility Policy**

### **1. Introduction**

At INW, we recognize the importance of Corporate Social Responsibility (CSR) in today's business environment. We are committed to making a positive impact on society, the environment, and the communities in which we operate. Our CSR initiatives are guided by our core values and a commitment to ethical business practices.

### **2. Commitment to Stakeholders**

We are dedicated to fostering positive relationships with our stakeholders, including customers, employees, suppliers, shareholders, and the communities we serve. Our CSR efforts aim to create value for all stakeholders by integrating social and environmental considerations into our business practices.

### **3. Environmental Sustainability**

We acknowledge our responsibility to minimize our environmental impact. INW is committed to:

- Reducing energy consumption and promoting energy efficiency.
- Minimizing waste generation and promoting recycling initiatives.
- Evaluating and minimizing the environmental footprint of our supply chain.
- Incorporating sustainable practices in our product development and design.

### **4. Social Impact**

We are dedicated to contributing positively to the communities in which we operate. Our CSR initiatives include:

- Supporting local community development projects.
- Encouraging employee volunteerism.
- Promoting diversity, equity, and inclusion within our workforce.
- Ensuring fair labor practices throughout our supply chain.

### **5. Ethical Business Practices**

Integrity and ethical behavior are fundamental to INW. We commit to:

- Conducting business with honesty, transparency, and fairness.
- Upholding human rights and respecting cultural diversity.
- Complying with all applicable laws and regulations.

### **6. Stakeholder Engagement**

We actively seek input from our stakeholders to better understand their needs and concerns. We are committed to maintaining open communication channels and engaging in dialogue to address issues and improve our CSR performance.

### **7. Continuous Improvement**

We are dedicated to the continuous improvement of our CSR performance. We regularly review our policies, set targets, and measure our progress towards sustainability goals. Feedback from stakeholders is considered essential for refining our CSR initiatives.

## **8. Reporting and Transparency**

We are committed to transparently communicating our CSR efforts. Regular reporting on our social and environmental performance, accomplishments, and challenges will be made available to stakeholders.

## **9. Compliance and Governance**

INW is committed to complying with all relevant CSR laws and regulations. Our leadership team is responsible for ensuring the effective implementation of our CSR policy.

## **10. Conclusion**

This CSR policy reflects INW's dedication to responsible business practices. By integrating sustainability into our operations, we aim to contribute to a better world and create long-term value for our stakeholders.

