



Corporate Social Responsibility Policy

Operating in a responsible and sustainable manner is important to St. Anne's Factory. While we run our business in line with the expectations of diverse global stakeholders, we also see corporate responsibility as a discipline that helps us manage risks and maximize on the opportunities available to us in a changing world. Our Corporate Governance Policies are intended to provide a framework for the governance of St. Anne's Factory and adherence to our policies and related operating procedures is the responsibility of every St. Anne's Factory Director, Officer and Employee.

We are committed to understanding, monitoring and managing our social, environmental and economic impact to enable us to contribute to society's wider goal of sustainable development. This commitment is deeply ingrained in our core values and we aim to demonstrate these responsibilities through our actions and within our corporate policies.

At St. Anne's Factory, we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures within which we work.

In alignment with our Statement on Business Conduct and Ethics, St. Anne's Factory will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with St. Anne's Factory stakeholders' best interests.

St. Anne's Factory is committed to being recognized as a leader in the field of Corporate Social Responsibility and recognizes that in doing so, we will add significant value for our shareholders.

This Policy applies to activities undertaken by or on behalf of St. Anne's Factory, Inc.

All St. Anne's Factory employees, suppliers and contractors are to adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. St. Anne's Factory leaders are to act as role models by incorporating these considerations into decision making in all business activities. St. Anne's Factory leaders are to ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our business.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Business Ethics and Transparency

St. Anne's Factory is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in its governance systems.

St. Anne's Factory will conduct its business in an open, honest, and ethical manner.

St. Anne's Factory recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

St. Anne's Factory will advise its partners, contractors, and suppliers of its Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.

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St. Anne's Factory is committed to measuring, auditing and tracking the performance of its Corporate Social Responsibility programs.

Environment Health & Safety

St. Anne's Factory is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors and the public. St. Anne's Factory will provide a safe and healthy working environment and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement.

St. Anne's Factory is committed to environmental protection and stewardship.

St. Anne's Factory recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment and will effectively integrate these concepts into its business decision-making.

All employees and contractors are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

Stakeholder Relations

As a global supplier to customers worldwide, St. Anne's Factory operates across a diverse range of cultures and international markets. We are proud of our commitment to apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate and are committed to providing equal opportunity in all aspects of employment. We do not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

St. Anne's Factory works with our suppliers to help them treat their workers and employees fairly and with dignity and respect, maintain safe working conditions, and conduct manufacturing activities in an environmentally safe and responsible manner. St. Anne's Factory does not tolerate human rights abuses, human trafficking and/or slavery, and will not engage or be complicit in any activity that solicits or encourages human rights abuse. As part of this endeavour, we actively manage a Supplier Management Procedure.

Community Involvement

St. Anne's Factory strives to understand and respect the cultural values and laws wherever we operate. We actively support initiatives in those communities where our employees live and work. This commitment is visible in our contributions of financial, equipment and volunteer support. We encourage our employees to contribute time and energy in leadership and other roles in community organizations. Over the years of establishment St. Anne's Factory has been acting like a town centre to its entire community of staff and also non staff villagers who would rush to meet with the management when support is required.

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ST. ANNE'S FACTORY
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