

Social Responsibility Policy

Garant Group is committed to acting as a responsible corporate citizen, ensuring our business operations are guided by ethical, social, and environmental responsibility. This Social Responsibility Policy sets forth our approach to key issues such as human rights, labor practices, equality, diversity, community engagement, and sustainability.

Human Rights and Fair Labor Practices

We uphold the principles of the Universal Declaration of Human Rights, the International Labour Organization (ILO) Conventions, and the UN Guiding Principles on Business and Human Rights.

We condemn all forms of forced labor, child labor, human trafficking, and modern slavery.

We conduct Human Rights Due Diligence to identify and mitigate risks in our operations and supply chain.

We require our suppliers and business partners to respect and enforce human rights standards within their own operations.

Equal Opportunity and Non-Discrimination

We provide a workplace free from discrimination based on race, ethnicity, gender, age, religion, disability, sexual orientation, or any other protected status.

We promote gender diversity and strive to ensure fair representation of women and men across all levels, including senior and middle management.

We maintain an Equal and Fair Employment Policy, ensuring hiring, promotion, compensation, and disciplinary practices are fair and inclusive.

Freedom of Association and Collective Bargaining

We respect and support the rights of employees to organize, join trade unions, and engage in collective bargaining.

We expect the same respect for these rights from all of our suppliers and vendors.

Workplace Well-being and Development

We ensure safe, healthy, and respectful working conditions for all employees.

Our Human Resources department facilitates regular performance appraisals and training programs to support professional development.

We provide opportunities for upskilling and technical training to foster employee growth.

Whistleblower Protection and Ethical Reporting

We maintain a Whistleblower Policy that provides secure and anonymous reporting mechanisms.

We prohibit any form of retaliation against individuals who report unethical or unlawful behavior in good faith.

Community Engagement and Volunteerism

We actively support local community initiatives and social programs as part of our Corporate Social Responsibility (CSR) commitments.

Employees are encouraged and supported to participate in volunteer efforts during or outside of working hours.

Environmental Stewardship

We aim to reduce our environmental footprint through responsible energy use, recycling, and waste management practices.

We encourage sustainable business practices and innovation that support climate action and environmental preservation.

Transparency and Accountability

We publish data related to gender representation in leadership, employee demographics, and community contributions, as applicable.

We regularly review and update our policies to remain aligned with international best practices and stakeholder expectations.

Commitment All employees, contractors, and business partners are expected to uphold this policy.

By doing so, we strengthen our position as a sustainable, ethical, and community-oriented company.