



## **Company Information**

### General Information

At FS.COM, our Corporate Social Responsibility (CSR) company policy refers to our responsibility towards the environment, community and workplace. FS.COM is part of a large system of people, values and other organisations. Our CSR policy outlines the efforts to give back to the world as it gives to us. This policy applies to our company and its subsidiaries. It may also refer to suppliers and partners.

### Values

We want to be a responsible business that meets the highest standards of ethics and professionalism. Our company's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

### FS.COM will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

## **Workplace**

### Employees

FS.COM is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices and aim to eliminate discrimination based on any ground. We'll ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labour).



## **Marketplace**

Customers

FS.COM will promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices
- Transparency through our supply chain to know where goods are being moved to and from.

## **Community**

FS.COM may initiate and support community investment and educational programs. For example, it may begin partnerships with vendors for constructing public buildings. It can provide support to non-profit organisations or movements to promote cultural and economic development of global and local communities.

FS.COM may preserve a budget to make monetary donations.

These donations will aim to:

- Development education and community events.
- Help those in need.

FS.COM will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. FS.COM may sponsor volunteering events from other organizations.

## Environment

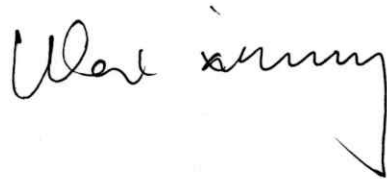
FS.COM recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing waste and using chemical substances.

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Using environmentally-friendly technologies

## Approval

This document was approved from the board of FS.COM on 20<sup>th</sup>. July. 2017

A handwritten signature in black ink, appearing to read 'Wade Murray', with a checkmark at the end of the signature.