

Corporate Social Responsibility Policy Structure

1. Introduction

STORM Computers d.o.o. is committed to operating responsibly and ethically, contributing to the welfare of our community, and minimizing our environmental impact. This policy outlines our approach to Corporate Social Responsibility (CSR) and defines the principles that guide our actions. Our commitment to social responsibility is the foundation of our business operations and an integral part of our growth strategy.

2. Vision and Mission Statements

Vision

Our vision is to be a leader in sustainable business practices, positively impacting society and the environment. Our vision directs all our activities towards creating long-term value for all stakeholders.

Mission: To integrate CSR into our core business operations and foster a culture of responsibility and accountability. Our mission ensures that all aspects of our business contribute to sustainability and social well-being.

3. Core Values

- **Integrity:** We operate with the highest standards of honesty and ethics.
- **Accountability:** We take responsibility for our actions and their impact on the community and environment.
- **Transparency:** We communicate our practices and results openly with stakeholders.
- **Respect:** We value all stakeholders and their contributions to our community and business.

4. Key Areas of Focus

- **Environmental Sustainability:** Implementing eco-friendly practices and reducing our environmental footprint.
- **Community Engagement:** Actively participating in initiatives that support local communities.
- **Employee Well-being:** Promoting our employees' health, safety, and professional development.

- **Ethical Business Practices:** Maintaining high ethical standards in all business activities.

5. Objectives and Goals

Given that the company already conducts activities within Scope 1 (using electric vehicles for city deliveries) and Scope 2 (solar panels installed on business buildings provide energy self-sufficiency), the goal is to take additional steps within these frameworks:

- Reduce the carbon footprint by 10% over five years. (implementation period: April 1st, 2022 – April 1st, 2027)
- Increase the amount of charity donations by 5% over the next three years. (implementation period: April 1st, 2023 – April 1st, 2026)
- Increase the use of renewable energy sources by 20% over the next three years. (implementation period: April 1st, 2023 – April 1st, 2026)

6. Implementation Plan

- **Roles and Responsibilities:** A dedicated CSR Committee to oversee initiatives and coordinate efforts across all departments.
- **Resources:** Annual budget allocation for CSR projects, providing necessary tools and employee training.
- **Activities:** Implement recycling programs, introduce energy-saving initiatives, and conduct employee training sessions on sustainability practices.

7. Monitoring and Evaluation

- **Quarterly progress reports:** Regular tracking and reporting of achieved results.
- **Performance metrics:** Reduction in energy usage, number of volunteer hours, achieved emission reduction goals.

8. Reporting and Communication

- **Internal:** Monthly newsletters, employee meetings, and educational workshops
- **External:** Annual CSR report, public announcements, and updates on the company website

9. Review and Improvement

- **Annual policy review:** Regular evaluation and adjustment of the policy based on feedback and achieved results.
- **Stakeholder feedback incorporated into updates:** Actively incorporating feedback from employees, the community, and other stakeholders into policy updates.

10. Conclusion

STORM Computers is dedicated to making a positive impact through our CSR initiatives and policy*, contributing to a sustainable and equitable future for all.

A CSR policy is a living document that evolves as the company grows and new challenges and opportunities arise. We regularly engage with stakeholders, including employees, customers, and the community, to ensure the policy remains relevant and effective.

Our company commits to the following:

- We have written and shared a sustainability mission statement for our company with all our employees.
- We have established a Corporate Social Responsibility (CSR) policy for our company and share it with all our employees and the public. The CSR policy is publicly available on our website.
- We have set at least two (2) company-level goals for reducing Scope 1, 2, and/or 3 emissions. These goals are publicly available on our website.