



## Pico Technology Limited

### Corporate Social Responsibility (CSR) Statement

At Pico Technology we recognise the profound impact that our operations can have on society, the environment, and the communities in which we operate. We are committed to conducting our business responsibly, ethically, and sustainably. Our Corporate Social Responsibility (CSR) initiatives are integral to our values, guiding our decisions and actions to create positive and lasting impacts.

#### **1. Ethical Business Practices:**

We uphold the highest standards of integrity in all our business dealings. We are committed to transparency, honesty, and fair practices, and we expect the same from our partners and suppliers.

#### **2. Environmental Stewardship:**

We are dedicated to minimising our environmental footprint. This commitment includes implementing sustainable practices, reducing waste, conserving resources, and continuously seeking ways to lessen our impact on the planet.

#### **3. Social Responsibility:**

We value the well-being of our employees and the communities we serve. Our commitment extends to fostering a diverse and inclusive workplace, prioritising employee welfare, and supporting local initiatives that contribute to community development.

#### **4. Philanthropy and Community Engagement:**

We actively engage with the communities in which we operate. Through philanthropic efforts and community partnerships, we strive to address social challenges and contribute to the betterment of society.

#### **5. Human Rights:**

We respect and promote human rights in all aspects of our business. We are committed to ensuring that our operations do not infringe upon the rights of individuals, which include combating Modern Slavery, Child Labour and we expect the same from our partners and suppliers.

#### **6. Workplace Safety and Well-being:**

The health and safety of our employees are paramount. We maintain a safe and healthy working environment, adhering to the highest standards of occupational health and safety.

#### **7. Supply Chain Responsibility:**

We work with suppliers who share our commitment to ethical, social, and environmental responsibility. We expect our suppliers to uphold our Suppliers Code of Conduct in their operations.

#### **8. Continuous Improvement:**

We recognize that the journey towards sustainability and social responsibility is ongoing. We continually assess our practices, set ambitious goals, and strive for continuous improvement in all areas of our CSR initiatives

This CSR statement reflects our dedication to making a positive difference in the world. By integrating responsible practices into our business operations, we aim to contribute to a sustainable future for generations to come.

January 2024