

# Doric's Corporate Social Responsibility

As a company, Doric GmbH and its affiliates (Doric) is required to comply with certain laws, guidelines and standards of behaviour (Compliance).

Doric is committed to carrying out its business in a socially and environmentally responsible way beyond that which is required by law. To help achieve this we have adopted a policy of corporate social responsibility (CSR). Our CSR policy, with all its social, ethical and environmental components, coordinates all the activities in all Doric companies, and all our interactions with our investors, our people, our suppliers, the local community and the wider world. This policy is monitored and regularly updated.

Our aims with regards to CSR are:

- Adherence to high work and environmental standards
- A workplace free of discrimination
- Ethical behaviour towards business partners
- Highest possible customer satisfaction
- Support of the local community

Doric pursues sustainable development in all areas (social, economic, environmental) whereby financial success is a prerequisite for contributing meaningfully to society.

To date Doric has implemented the following measures:

## FAIRNESS AND ANTI-DISCRIMINATION

Doric fosters a corporate culture of cooperative behaviour towards its staff, business partners, customers and suppliers. Doric guarantees equal opportunity and equal treatment regardless of a person's sex, disability, ethnic background, religion or world view, age or sexual orientation. A discrimination officer is available for confidential consultation in the event of any questions in this regard. Doric is characterised by a multicultural staff from a number of nations and places great value on a discrimination-free work environment.

## DATA PROTECTION

Doric prioritises the protection of data privacy. Our compliance with data protection legislation is regularly monitored by an external data protection officer.

## STRUCTURING OF SUSTAINABLE INVESTMENT OPPORTUNITIES

Aside from investments in renewable energy projects, Doric also offers investments in modern, energy-efficient and low-noise aircraft.

## WORK-FAMILY BALANCE

Doric offers part-time as well as full-time employment. In specific cases employees may also work from home on a day-to-day basis.

## EDUCATION

Doric supports its employees through further education and takes responsibility for local youth by offering apprenticeships and work experience. Doric also participates in Girls'/Boys' Day, whereby pupils are given the opportunity to gain insight into jobs considered typical for the opposite sex.

## TEAM SPIRIT, FAIRNESS, COMMUNICATION AND HEALTH

Doric promotes team spirit and fairness, actively fostering communication and a healthy lifestyle amongst staff members by supporting joint activities and encouraging staff to participate in the J.P. Morgan Corporate Challenge run.

## ENVIRONMENTAL PROTECTION

Reducing our impact on the environment is key to the future of our planet.

All computers and other electrical hardware are to be turned off at the end of the working day. Waste is separated, energy-saving light bulbs used and drinks provided in returnable bottles. Paper, toner and other consumables are recycled.

If you have further questions or suggestions with regard to this topic, please contact us at [info@doric.com](mailto:info@doric.com).

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