

Sustainability policy and Corporate Social Responsibility

Purpose

Cibus has adopted the UN Global Compact as a basis for its sustainability policy. The ten principles that together form the UN Global Compact are a global standard adopted by many large companies worldwide. These principles reflect Cibus' views on human rights, working conditions, the environment and the fight against corruption. Cibus has zero tolerance to all forms of corruption, extortion, and bribery (see also 7 Code of Conduct).

UN Global Compact | The ten principles

Human Rights

- Companies shall support and respect the protection of internationally recognized human rights make sure they do not commit themselves to human rights violations.
- Ensure good working conditions.
- Companies will ensure that freedom of association is maintained and support the right to collective agreements.
- Abolish all forms of forced labor.
- Abolish child labor.
- Comply with the principle of non-discrimination in employment and in the workplace.

Environment

- Companies should promote the precautionary principle for environmental challenges.
- Take the initiative to promote a greater environment.
- Encourage the development and dissemination of environmentally friendly technologies.

Combating corruption

- Companies will fight corruption in all forms, including extortion and bribery.

Cibus does not participate in any assignments or projects in areas where there is a clear risk that Cibus' or Cibus' customers may violate one or more of the ten principles of the UN Global Compact.

Process

All business opportunities that meet one, or more, of the following criteria must undergo a sustainability survey before Cibus can proceed with a business process.

Criteria

- There is reason to believe that project-related activities in areas where Cibus may affect one, or more, of the ten principles of the UN Global Compact.
- Some kind of sanction has been introduced by the world community (UN, EU, EFTA, Financial Supervisory Authority) against the counterparty in the project.
- There is a risk of public criticism, involvement of voluntary organizations, riots, civil disobedience, criminal activity (organized or otherwise) or other unwelcome attention or action that may delay or prevent the mission or project from being implemented as planned.

Responsibility for this lies with Cibus' CEO.

