

## **Corporate Social Responsibility (CSR) Statement**

*Manooi's Commitment to Ethical, Sustainable, and Inclusive Business*

### **Our Core Values & Ethics**

At Manooi, our work is grounded in integrity, transparency, respect, and innovation. These core values guide every decision we make and form the foundation of our company culture. We believe in fostering honest and open communication with all our stakeholders and strive to maintain the highest ethical standards in every aspect of our business.

Our Code of Ethics governs our business conduct and commitment to fairness, responsibility, and respect. It ensures compliance with all legal requirements and promotes ethical behavior among employees, partners, and suppliers.

### **Stakeholder Engagement**

We recognize that sustainable success is built on strong relationships. We actively engage with our employees, customers, suppliers, local communities, and regulators to foster collaboration and mutual respect.

- **Employees:** We maintain ongoing dialogue through regular meetings, training sessions, and feedback platforms to ensure their voices are heard and their needs met.
- **Customers:** We prioritize transparency and responsiveness, providing high-quality products and reliable service.
- **Suppliers:** We work closely with partners who share our commitment to ethical sourcing and sustainability.
- **Communities:** We support local initiatives and collaborate with nonprofit organizations to enhance social welfare.
- **Regulators:** We adhere strictly to all legal and regulatory frameworks, ensuring compliance and good governance.

### **Employee Well-being & Diversity**

Manooi is dedicated to creating a workplace where diversity is celebrated and inclusion is a given. Our workforce represents a balance of gender, culture, and backgrounds, with women constituting over 50% of employees and management alike.

We invest in continuous professional development, offering training and educational opportunities to empower our team. Health and safety are paramount; annual medical screenings, ergonomic workplaces, and comprehensive safety programs help us maintain a healthy and secure environment.

### **Environmental Responsibility**

Beyond pioneering energy-efficient LED lighting, Manooi actively pursues broader environmental initiatives:

- **Waste Management & Recycling:** We implement waste reduction strategies in production and packaging, ensuring materials are reused or recycled whenever possible.
- **Energy Efficiency:** Our production facilities integrate modern, energy-saving technologies to minimize power consumption.
- **Water Use:** Conscious of water's value, we monitor and optimize water usage to reduce waste.

- **Carbon Footprint:** We continuously assess and strive to reduce our greenhouse gas emissions, aiming for ongoing improvements in sustainability performance.

### **Social Impact Initiatives**

Manooi supports a variety of charitable programs and social causes beyond our SDG commitments. We contribute through financial donations, product sponsorships, and employee volunteering to projects that uplift disadvantaged communities and promote social cohesion.

### **Governance & Compliance**

We operate under a robust corporate governance system that guarantees transparency, accountability, and ethical business practices. Our company policies emphasize anti-corruption, risk management, and compliance with all relevant laws and standards, ensuring we lead by example within our industry.

### **Future Commitments**

Looking ahead, Manooi remains steadfast in our commitment to enhance our CSR initiatives. We will continue to refine our practices, adopt innovative solutions for sustainability, deepen community engagement, and foster an inclusive workplace culture — all while delivering exceptional, timeless products.