CARTLY Sàrl
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CORPORATE SOCIAL RESPONSIBILITY

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CARTLY Sàrl (hereinafter also "CARTLY" or the "Company") is a service founded in 2021 that provides its customers with access to a platform for creating and managing virtual business cards that can be exchanged through various media, including through a web link sent via SMS, WhatsApp, or by scanning a QR code, as well as any other sharing method available on the user's device (AirDrop, social media, any chat clients, email, email signature, MS Teams, etc).

CARTLY employees share the company's values, which are a culture of service, transparency, partnership, empathy, creativity, responsiveness and commitment. Aware of its responsibilities, CARTLY is committed to taking into account the social, economic and environmental impacts of its activities in all its decisions, actions and recommendations made to its clients.

CARTLY's participation in sustainable development takes various forms, for example the purchase of trees through Almighty Trees in forest areas in Switzerland and abroad, in order to offset the company's carbon footprint.

The present Corporate Social Responsibility (CSR) Policy allows CARTLY to reduce its environmental impact, to improve its customer relations and the relevance of its recommendations.

Our CSR policy is the key to sustainable growth for the company, its employees, partners, customers and the ecosystem in which we operate.

CARTLY's CSR policy is based on the following 3 pillars under the responsibility of Jérémie Dalin, founder and director.

These commitments are gathered here in the CARTLY CSR policy:

1. Sustainable development
2. Social policy
3. Virtuous ecosystem and societal orientations
4. Global Compact

1. Sustainable development

Our IT policy:

The objective is to reduce the impact of our information systems on the environment. In order to limit their carbon and energy footprint, CARTLY is

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carrying out various actions.

We have chosen to work exclusively with an eco-responsible host (Infomaniak). Eco-innovation is at the heart of Infomaniak's philosophy, which since 2007 has been engaged in a process of reducing the energy consumption of its data centers.

CARTLY is committed to a systematic approach to minimizing travel, particularly through videoconferencing and web conferencing (using Microsoft Teams and Zoom).

When it is necessary for the company's employees to travel, public transportation is favored (public transport, shared vehicles, etc.).

2. Social Policy

Commitments to employee well-being:

Through its organization, its management model and the benefits it offers, the company strives to contribute to the development of its employees. To this end, our company has put in place various measures contributing to the well-being of its employees, such as remote working.

3. Virtuous ecosystem and societal orientations

Transparency :

The company is committed to treating its stakeholders in an honest and transparent manner, including providing requested information in a timely manner and being open about questions asked. Information provided to CARTLY associates, employees, customers and partners is accurate, clear and reliable.

Ethics:

CARTLY places ethics at the center of its business relationships. It is committed to fight against corruption and influence peddling.

In application of these principles, any person directly or indirectly involved in the projects we carry out must avoid situations in which personal interests could conflict with those of CARTLY and harm the company, its customers or

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its partners.

We ensure that independence is at the center of every decision we make with our various partners. Any potential conflict of interest must be communicated to the CARTLY CSR manager to allow us to prevent or resolve it.

The company ensures that its subcontractors and suppliers are committed to an ethical approach and that they also respect the principles set out in this charter.

Confidentiality:

The company undertakes to respect the confidentiality and security of confidential information received from its employees, customers and partners, and not to divert it from its initial use by appropriating it or making it available to third parties without consent.

This also implies that employees respect the confidentiality and security of information and data (including personal data) handled by CARTLY. It is also essential for each employee to ensure that all information specific to CARTLY remains strictly confidential.

Competition:

The company undertakes to comply with the rules of national and international competition law and to refrain from any practice that would impede free competition.

Supplier commitments :

Since its creation, CARTLY favors as much as possible the choice of suppliers fulfilling sustainable development criteria.

Moreover, CARTLY scrupulously respects the payment terms of its suppliers.

4. Global Compact

The company proactively respects the 10 principles of the UN Global Compact as outlined below:

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HUMAN RIGHTS

1) Businesses should support and respect the protection of internationally proclaimed human rights; and

2) Ensure that they are not complicit in human rights violations.

WORK

3) Companies must uphold the freedom of association and the effective recognition of the right to collective bargaining; and

4) The elimination of all forms of forced or compulsory labor;

5) The effective abolition of child labor;

6) The elimination of discrimination in employment and occupation.

ENVIRONMENT

7) Businesses must support a preventative approach to environmental challenges;

8) Take initiatives to promote greater environmental responsibility;

9) Encourage the development and diffusion of environmentally friendly technologies.

FIGHT AGAINST CORRUPTION

10) Companies are urged to act against corruption in all its forms, including extortion and bribery.

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