

CARTLY SÀRL  
+41 58 255 03 44

Rue du Tilleul 1  
1700, Fribourg, Suisse



## CORPORATE SOCIAL RESPONSIBILITY

The company's participation in sustainable development is illustrated concretely: Purchase of trees within the [Almighty Trees](#) company in forest areas in Switzerland and abroad, with the aim of covering the company's carbon footprint.

CARTLY SÀRL (hereinafter also referred to as "CARTLY®") is a service, founded in 2021, that provides its customers with access to a platform for the creation and management of digital 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 mode of sharing available on the user's device (AirDrop, social media, any chat clients, email, email signature, MS Teams etc.)

Each CARTLY® employee shares 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 in all its decisions, actions and recommendations made to its clients. Cette politique RSE permet notamment à CARTLY® de réduire son impact environnemental, d'améliorer ses relations clients et la pertinence de ses recommandations.

As a guarantee of sustainable development, our CSR policy is the key to shared growth, profitable for the company, its employees, partners, customers and, more broadly, for the end consumers and the ecosystem in which we operate.

The Corporate Social Responsibility Policy of CARTLY® 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. To limit their carbon and energy footprint, CARTLY® has taken various actions:

Exclusive choice of 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.

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

When necessary, the travel of the company's employees is rationalized in the sense of public transport (plane, train, metro, bus, and if necessary shared vehicles...).

Raising awareness among employees, customers, and partners

## **2. Social policy**

Commitments to employee well-being

The company is committed, through its organization, its management model, and the benefits it offers, to contributing to the development of its employees. To this end, the company has put in place various measures that contribute to the well-being of its employees.

## **3. Virtuous ecosystem and societal orientations**

Transparency

The company is committed to dealing honestly with its stakeholders, in particular by providing the required information and by being open about issues related to them. Shareholders, employees, customers and partners receive reliable, transparent and truthful information.

Ethics

Ethics are at the heart of the company's business relationships. The company is committed to fighting corruption and influence peddling. In accordance with these principles, everyone should avoid situations where personal interests may conflict with those of CARTLY® and which could harm the company. Objectivity must guide everyone in their relations with the company's various partners. Any potential conflict of interest must be disclosed to the CARTLY® CSR manager in order to allow the company to prevent or resolve it.

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

Confidentiality

The company undertakes to respect the confidentiality and security of confidential information received from employees, customers and other stakeholders, and not to divert it from its initial use by appropriating it or making it available to a third party.

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

#### Competition

The company undertakes to respect the rules of national and international competition law and to refrain from any practice that might hinder free competition.

#### Supplier commitments

Since its creation, CARTLY® has given priority to sustainable development criteria when choosing its suppliers.

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

#### **4. Global Compact**

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

##### 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 abuses.

##### WORK

- 3) Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; and
- 4) The elimination of all forms of forced and compulsory labor.
- 5) The effective abolition of child labor.
- 6) The elimination of discrimination in respect of employment and occupation.

##### ENVIRONMENT

- 7) Businesses should support a precautionary approach to environmental challenges.
- 8) Take initiatives to promote greater environmental responsibility.

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

#### FIGHT AGAINST CORRUPTION

10) Businesses should work against corruption in all its forms, including extortion and bribery.