

## CORPORATE SOCIAL RESPONSIBILITY POLICY

Sibelius Limited is committed to maintaining the highest standards of Corporate Social Responsibility (CSR) in all its business activities. The company aspires to high standards through a process of continual improvement.

### Commitment to the UN's Sustainable Development Goals

Sibelius' CSR practice is built around the United Nations Sustainable Development Goals, with a particular focus on the following:

#### **SDG 3 – Ensuring healthy lives and promoting well-being for all at all ages:**

- Access to medicines: Sibelius' business operation is built around the development of affordable, scientifically validated, botanical health supplements to address specific health conditions, with a particular focus on conditions associated with ageing;
- Occupational health and safety: Sibelius allocates the highest priority to safety at work and associated staff training, and provides medical insurance for all staff;

#### **SDG 4 – Ensuring inclusive and equitable quality education and promoting life-long learning opportunities for all:**

- Capacity building: Sibelius invests in building staff skills and capability. All staff have an annual training plan, formulated and agreed in discussion with each individual staff member, where the company supports specific training inputs to improve and develop skills and capability;
- Youth employment: Sibelius offers internships to students with an interest in working in the sector, to help build their skills and experience and employability;

#### **SDG 12 – Ensuring sustainable consumption and production patterns:**

- Sustainable sourcing: Sibelius has traceability back to the source of production for all its botanical ingredients, and ensures that these come from either managed production sources meeting UK production standards, or from wild harvested sources meeting established Good Wild Harvesting Practice standards;
- Responsible disposal: Sibelius has a continual focus on minimising waste within company operations and improving the minimising the amount of waste generated within the company offices and laboratory. The company is also committed to a process of continual improvement regarding the level of recycling for, and labelling of, packaging materials used across the supply chain for its products.

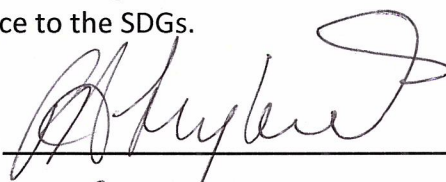
### Commitment to the community

Sibelius is committed to supporting the community through charity partnerships and team activities. Every two years, the team votes for an organisation or initiative to support for this period – ensuring that their activities and objectives match our company's mission and allegiance to the SDGs.

Signed: \_\_\_\_\_

Position: \_\_\_\_\_

Date: \_\_\_\_\_

  
CEO  
24/1/20