

**Zwack Unicum Plc.**

**Corporate Social Responsibility Strategy**

**Adopted: December 2024**

## Our approach

Zwack Unicum was established as a family business and this still defines the company culture today. **The whole company is characterized by openness, appreciation of employees and a family-friendly, inclusive environment** – this also provides the basis for the development of a **corporate social responsibility strategy that focuses on employees, local communities and value chain actors.**

Our responsibility extends to all our stakeholders, but we are also aware that **our impact on society and the living conditions of future generations** must be our priority. We designed our strategy with this in mind, including an assessment of potential social responsibility risks. **We are engaged in a continuous dialogue with stakeholders** thanks to which we receive valuable feedback that **confirms the validity of our long-term, value-based, non-political approach.**

The company also made several strategic commitments, such as achieving carbon neutrality at company level or the strict self-regulation of marketing activities. As part of this commitment, **the Marketing Director, as a member of the company management, is responsible for the ESG** (Environmental, Social, Governance) **area**, working closely with several areas of expertise. **ESG-related issues are constantly on the management agenda and are monitored by the Board of Directors and the Supervisory Board.**

Zwack Unicum Plc. is characterized by a stable ownership structure that has remained unchanged in recent years. The framework of corporate management is created by a clear organizational structure and clear lines of responsibility. The professional background and experience of the members are very diverse which ensures a complex approach to sustainability. The company has been publishing a sustainability report since 2008 indicating **the commitment of its owners.**

We have been part of the local community for over 130 years and strive to be a market player that serves as a positive example for others. **Our policies**, such as our Code of Ethics, Risk Management Policy, Occupational Health and Safety Policy, **are complied with under all circumstances** and serve as a guide for our daily operation. These policies are reviewed regularly to ensure that any risks or complaints that may arise can be addressed properly.

## Employees – the pillars of long-term success

Our employees have always been a key part of the company and the foundation of our long-term success.

In addition to having a positive impact on the labor market through the value chain, we directly influence the quality of life of more than 250 employees. Our company provides a safe, family-friendly and inclusive workplace for its employees, significantly exceeding legal requirements in all respects, such as regarding wages or health and safety at work. Our commitment to an open, non-discriminatory corporate culture is also set out in our Code of Ethics and internal policies.

Information is regularly shared between management and staff. We also provide opportunities for employees to share their views on sustainability or to communicate content regarding it. Organizing social, after-work events is part of our company culture.

## **Local communities - we are good neighbors**

We believe that we can only be successful in our core business if we form an integral part of the community around us. Our factory on Soroksári road has long been part of Budapest's District IX. Though our other two factories in Dunaharaszti and Kecskemét have a shorter history, here too we are constantly exploring and expanding opportunities to work with the local community.

Our company maintains a close relationship with the local community. The aim of cooperation is to strengthen the local community, primarily by supporting those in need. We have been supporting programs for children's development for years, we continuously maintain our contribution to the work of health organizations, and we also encourage the voluntary activities of our employees.

Zwack Unicum Plc. wants to contribute to the development of local communities by supporting and encouraging initiatives in line with its values.

## **Our support strategy**

It is our declared objective that the aid provided by the company should be implemented in relation to all the sites. In addition to working with national organizations, we are also explicitly open to supporting local NGOs. While we have been supporting the work of some organizations for more than a decade, there is also room for new collaborations. Financial aid can be launched on the initiative of employees or on the basis of individual requests. Cooperation based on mutual responsibility is part of our culture. Our company is committed to supporting volunteering and employee initiatives, and our employees' support is supplemented by donations from our company.

We provide support in the following fields:

- health,

- education,
- social equality and equal opportunities,
- and environmental sustainability.

Due to the prominence and recognition of our company, we are regularly approached by organizations for material support. As long as the event aligns with our values, we make a token donation of beverages, bearing in mind our commitment to responsible alcohol consumption. We donated drinks as raffle prizes for charity events.

### **Value chain - responsible practices above all**

Our company acts in accordance with the principles of business ethics in procurement, in a manner worthy of a Hungarian market leader, offering fair conditions to our partners. This includes an ongoing dialogue with suppliers. In addition to establishing fair partnerships, we strive to minimize risks and conclude reliable, preferably long-term agreements with our suppliers.

In the sale and marketing of its products, the company pays special attention to the protection of children, to responsible marketing and the promotion of responsible alcohol consumption. In our communications we consider it essential to discourage irresponsible consumption patterns and to present content that increases consumer awareness of alcohol. We take our slogan seriously and advertise it on as many platforms as possible: *Zwack quality, but in moderation.*

In our partnerships, we believe it is important that the practices adopted by our suppliers should support sustainability, the fight against climate change and adaptation. Zwack Unicum Plc. does not wish to participate in unethical business practices in any way and expects its suppliers to comply with its Code of Ethics. Most of our largest suppliers have their own codes of conduct and therefore accept our requirements as recommendations. A non-bribery clause is an essential part of all contracts.

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The three pillars of Zwack Unicum Plc's sustainability strategy: economic effectiveness, environmental protection efforts and social responsibility in an appropriate balance, which can be achieved through innovative thinking, while preserving our values and traditions, and acting ethically towards all our stakeholders.

You can read more about our activities in our Sustainability Report:

<https://zwackunicum.hu/fenntarthatosag>