



# SOCIAL IMPACT POLICY

P-SR-001

## **Framing**

This policy shall be interpreted in conjunction with the following policies and commitments of the MCA Group:

1. Code of Ethics and Conduct
2. Sustainability Policy

## **Context**

The MCA Group is committed to contributing to the promotion of quality of life and socio-economic development in the communities where it operates. It is, therefore, in a context of proximity to the community that materializes its strategy of social responsibility, focusing its action essentially on four vectors: education, environment, health and knowledge.

The MCA Group actively aligns with the United Nations Sustainable Development Goals and the Global Compact Principles.

## **Goals**

The Group's involvement around sustainable development is embodied in its Purpose: "Empowering Lives for Generations", creating positive social impact around the following aspirational objectives:

- Promote thriving communities
- Taking care of our Planet
- Supporting healthy living

## **Commitments**

We materialize the social impact policy based on the following commitments:

- Develop own initiatives and/or through partnerships aligned with the Group's Social Impact objectives and commitments that enhance permanent and transformative results, integrated into local policies and strategies, respecting local habits and cultures;
- Promote diversity and inclusion,

- Valuing education, training, and knowledge as essential vehicles for the achievement of the sustainable development goals, either in the constant training of employees or in the construction of support structures for the education and training of local communities,
- Develop actions that support society in the path of digital transformation that they face today,
- Promote mobilization and corporate volunteering for environmental and social causes,
- Contribute to social innovation, promoting social and inclusive businesses, to encourage the autonomy of communities vis-à-vis the Company,
- Promote quality of life, balance, and mental health as well as healthy work environments,
- Develop creative and innovative activities that promote the improvement of living conditions and poverty reduction of the populations of the most disadvantaged areas by promoting areas of cultivation, access to water, clean energy and promotion of health and well-being,
- Verify and audit the proper compliance with the Social Impact policy,
- Communicate publicly and transparently its Social Impact policy, its programs and the performance achieved.