

Corporate Social Responsibility and Environmental Social Governance Policies

POLICY BRIEF & PURPOSE

Our Corporate Social Responsibility (CSR) company policy refers to Hilco IP Services, LLC's ("We", "Our" or the "Company") responsibility toward the environment. We recognize that the Company's existence is part of a bigger system of people, values, other organizations, and nature.

POLICY SCOPE

This policy applies to the Company.

POLICY ELEMENTS

We want to be a responsible business that meets the highest standards of ethics and professionalism.

The Company's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to the Company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

Compliance

Legality

Our company will:

- Respect the law
- Honor its internal policies

Business ethics

The Company will conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

Protecting the environment

Our company recognizes the need to protect the natural environment. The Company will comply with applicable environmental legislation, preventing the contamination or minimizing its possible impact on natural resources and people.

We encourage participation and communicate our commitment to responsible environmental management by promoting environmental responsibility among our employees. We provide the necessary training and support to enable them to implement this policy.

We also solicit input from our employees and leadership in meeting our environmental goals.

Protecting people

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

Human rights

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices.

Proactiveness

Donations and aid

Our company may preserve a budget to make monetary donations to organizations dedicated to supporting those in need.

Volunteering

Our company will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations.

Preserving the environment

Apart from legal obligations, our company will proactively protect the environment.

Supporting the community

Our company may initiate and support community investment and educational programs. For example, it may provide support to nonprofit organizations or movements to promote cultural and economic development of global and local communities.

Learning

We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.