



## Corporate Social Responsibility Policy

### Policy brief & purpose

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment. Our company's existence is not lonely. It's part of a bigger system of people, values, other organizations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

### What is corporate social responsibility?

Our Corporate Social Responsibility (CSR) company policy outlines our efforts to give back to the world as it gives to us.

### Scope

This policy applies to our company and its subsidiaries. It may also refer to suppliers and partners.

### Policy elements

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

Our company's social responsibility falls under two categories: **compliance** and **proactiveness**. Compliance refers to our 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;
- Honour its internal policies;
- Ensure that all its business operations are legitimate;
- Keep every partnership and collaboration open and transparent

## **Business ethics**

We will always 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

## **Examples of Corporate Social Responsibility**

### Protecting the environment

Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing garbage and using chemical substances. Stewardship will also play an important role.

### Protecting people

We will 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 labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labour).

## **Volunteering**

Our company will encourage its employees to volunteer with events within the community.

## **Preserving the environment**

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling;
- Conserving energy;
- Using environmentally-friendly technologies;

## **Supporting the community**

Where possible, we will look to support our local community through events and projects that we can influence, play a part and believe in.

**Authorised by:** Owtar Sangha  
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