



CORPORATE SOCIAL RESPONSIBILITY POLICY

We aim to be a leader in the field of Corporate Social Responsibility (CSR) and are committed to ensuring the best practices to this end. The policy of (CSR) instituted by our company outlines nine criteria, reflecting existing and emerging benchmarks:

1. LEADERSHIP COMMITMENT

The executive team are committed to the integration of (CSR) in all corporate decisions. Our workforce is expected to follow their example.

Our leaders will ensure that appropriate structures are in place to effectively identify, monitor, and manage (CSR) issues and performance relevant to our business.

2. SUSTAINABLE VALUE CREATION

As a company aimed at high performance, we strive to maximize 'sustainable corporate value'. By this we mean to achieve a sound balance between profitability and (CSR). We recognise that sustainable corporate value is a continuous process of creating present and future corporate wealth, and that value creation comes from: high-quality assets, strong financial management, sound corporate governance, preservation of the natural environment and creation of relevant local capacities and *protection of the public* where we operate.

We will consider the creation of both short-term and long-term sustainable value in our decision-making.

3. GOVERNANCE AND BUSINESS PRACTICES

We conduct business in an open, honest, and ethical manner We comply with all laws and regulations where we operate. We recognize the importance of protecting all assets of the company including financial, physical, human, information, social, environmental, and reputation assets. We assess and manage our risks to effectively steward these assets.

We advise partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and work with them to achieve compliance with the Policy.



4. HUMAN RIGHTS

While governments have the primary responsibility to promote and protect human rights, we support and encourages this goal within our sphere of influence. We do not take part in human rights abuse, and will not engage, or be complicit, in any activity that solicits or encourages human rights abuse. In providing for the protection of company personnel, we promote respect for, the protection of, human rights.

5. LABOUR PRACTICES

We apply fair labour practices, while respecting the national and local laws of the communities where we operate.

We do not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment. We do not engage in forced or exploitative labour. We strive to provide local employment and economic opportunities in the communities where we operate. We treat our workforce with dignity, fairness, and respect.

6. ENVIRONMENT, HEALTH, AND SAFETY (EHS)

We provide a safe and healthy working environment, and expect our workforce to comply with the health and safety practices established for their protection.

We safeguard the environment, and operate in a manner consistent with, recognized global industry standards in environment, health, and safety. In all our operations, we strive to make efficient use of resources, to minimize our environmental footprint.

7. STAKEHOLDER ENGAGEMENT

We will consider the interests of all stakeholders, and are committed to timely and meaningful dialogue with stakeholders, and will address their legitimate issues and concerns within our sphere of influence. We will engage stakeholders clearly, honestly, and respectfully.



8. SOCIO-ECONOMIC AND COMMUNITY DEVELOPMENT

We emphasize collaborative, consultative, and partnership approaches to community investment and programs, recognizing that no corporation is solely responsible for changing the fundamental economic, environmental, and social situation in a community.

Through our activities, we will assist in local capacity-building and develop mutually beneficial relationships to make a positive difference in the communities where we operate.

9. TRANSPARENCY

Our engagement towards our environmental and social responsibility will be evaluated periodically and in a transparent manner. We will advise our partners of our Corporate and Social Policy, and support their attempts to

achieve these standards.

Signed:

Managing Director

Dated: 1st March 2021