



Reference	RSG 029
Version	4
Issue Date	29/03/2023
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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.

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8. SOCIO-ECONOMIC AND COMMUNITY DEVELOPMENT

We emphasise 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. TRANSPARENCE

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.

Signature: *Z. Islam*

Date: *29/03/23*

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