



Corporate Social Responsibility

POLICY BRIEF AND PURPOSE

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment. Our company's existence is not isolated. It's part of a bigger system of people, values, other organisations and nature. The social responsibility of a business is to give back globally in recognition of what we have in return benefitted from.

WHAT IS CORPORATE SOCIAL RESPONSIBILITY?

Our Corporate Social Responsibility company policy outlines our efforts to give back globally in recognition of what we in return have benefitted from.

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 pro-activeness. Compliance refers to our company's commitment to legality and willingness to observe community values.

Pro-activeness 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'll 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 in regards to waste disposal and use of chemical substances, stewardship will also play an important role.

Protecting people

We'll ensure that we will:

- Not 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).

PRO-ACTIVENESS

Donations and aid

Our company may preserve a budget to make monetary donations. These donations will aim to:

- Advance the arts, education and community events
- Alleviate those in need

Volunteering

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

Preserving the environment

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

- Recycling
- Conserving energy
- Consider reforestation programmes
- Using environmentally-friendly technologies

Supporting the community

Our company may support community investment and educational programs. It can provide support to non-profit organisations or movements to promote cultural and economic development of global and local communities.

Learning

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

Our company is committed to the United Nations Global Compact. We'll readily act to promote our identity as a socially aware and responsible business. Management must communicate this policy on all level, our managers are also responsible for resolving any CSR issues.