

# POL11 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 any 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 in world in keeping with the System Engineering Group corporate strateg and code of conduct. It supports our achievements under ISO certification and SSIP approvals and local CSR commitments.

Our company's social responsibility falls under principally two main categories of **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 our group-wide internal policies and standards
- Ensure that all its business operations are legitimate.
- Keep every partnership and collaboration open and transparent.
- Look to reducing carbon footprints
- Act to improve our labour policies
- Participate in fair trade
- Promote the charitable giving
- Take part in volunteering in the community
- Believe that our corporate policies that benefit the environment
- Be seen as socially and environmentally conscious when investing in good business.

## **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
- Act on Modern Slavery and Human Trafficking where we encounter it

## **Our areas of Corporate Social Responsibility**

### **Protecting the environment**

Our company recognizes 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'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 labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country (e.g., modern slavery, trafficking and forced labour).

### **Proactiveness**

#### Donations and aid

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

- Advance the sciences, engineering, arts, education, and community events.
- Alleviate 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. Examples of relevant activities include:

- Recycling and reusing materials
- Conserving energy
- Organizing local reforestation excursions
- Using environmentally friendly technologies

### **Supporting the community**

Our company may initiate and support community investment and educational programs. For example, it may begin partnerships with trusts and support certain investments in constructing public buildings. It can provide support to NGOs or non-profit organizations or movements to promote cultural and economic development of global and local communities. Our current partnerships with charitable acts and good neighbours are examples of our approach to support communities.

### **Learning**

We will actively invest in useful 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 levels. Our executive board, local entities and employees globally are also responsible for resolving any CSR issues.

### **Signed by:**



**Phil McClennon**  
Director  
Hardtech H.V. Limited

6<sup>th</sup> January 2025

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outcome™

