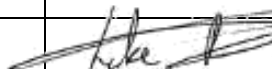
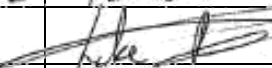
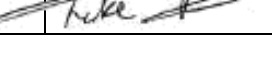


CORPORATE SOCIAL RESPONSIBILITY POLICY

DOCUMENT TITLE: Corporate Social Responsibility Policy

REVISION: 1.01

DOCUMENT CONTROL LOG:

	Name	Role	Signature	Date	Rev
Prepared By	Luke Deasy	Managing Director		10/02/2023	1.01
Reviewed By	Luke Deasy	Managing Director		12/06/2023	1.01
Reviewed By	Luke Deasy	Managing Director		12/06/2024	1.01
Reviewed By	Peter Lane	EHS Officer		12/06/2025	1.01
Reviewed By	Luke Deasy	Managing Director		12/06/2026	1.01

CORPORATE SOCIAL RESPONSIBILITY POLICY:

The Company defines its social responsibility as a "voluntary and strategic commitment that entails attempting to achieve business targets while complying strictly with its legal and contractual obligations, applying criteria of equity and stability to relationships with its stakeholders, thus contributing to meeting the current and future needs of society".

Promoting Corporate Social Responsibility at the Company must be perceived as a way of:

- achieving the Company's corporate interest and its strategic goals;
- managing the Company based on the Company's values of solvency, integrity, vocation for service, innovation for leadership and committed team, which must be present in any business project that is carried out;
- establishing relationships of stability and equality with stakeholders related to the Company;
- managing the risks and business opportunities arising from the development of the environment in which the Company does business, assuming the impact it generates on society and the environment, maximizing the positives and minimizing the negatives; and
- transmitting the Company's social value in each territory, which reconciles the value of its operational activities with the value of the not-for-profit activities it carries out.

Therefore, and to be able to achieve these goals appropriately, the following general and specific principles of action are hereby established.

1. **HUNGER, POVERTY, MALNUTRITION AND HEALTH:** Eradicating extreme hunger, poverty, and malnutrition, promoting preventive healthcare and sanitation and making available safe drinking water.
2. **EDUCATION:** Promoting education, including special education and employment-enhancing vocational skills, especially among children, women, the elderly and the differently abled, and livelihood enhancement projects; monetary contributions to academic institutions for establishing endowment funds, chairs, laboratories, etc., with the objective of assisting students in their studies, this also includes skilling and re-skilling initiatives for those who are in need.

3. **RURAL DEVELOPMENT PROJECTS**: Strengthening rural areas by improving accessibility, housing, drinking water, sanitation, power, and livelihoods, thereby creating sustainable villages.
4. **GENDER EQUALITY AND EMPOWERMENT OF WOMEN**: Promoting gender equality and empowering women; setting up homes, hostels and day care centers for women and orphans; setting up old age homes and other similar facilities for senior citizens; and adopting measures for reducing inequalities faced by socially and economically backward groups.
5. **ENVIRONMENTAL SUSTAINABILITY**: Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro-forestry, conservation of natural resources and maintaining the quality of soil, air, and water.

NATIONAL HERITAGE, ART, AND CULTURE: Protecting national heritage, art and culture, including the restoration of buildings, sites of historical importance, and works of art; setting up public libraries; reviving, promoting and developing traditional arts and handicrafts



Luke Deasy
Managing Director