

## **Corporate Social Responsibility (CSR) Policy**

Effective Date: 17.06.23

### **Introduction**

At **Aban Development Builders**, we believe in the importance of corporate social responsibility (CSR) and its impact on creating a sustainable and ethical business. Our CSR Policy outlines our commitment to conducting business in a socially responsible manner, minimizing our environmental footprint, and positively contributing to the communities in which we operate.

### **Policy Statement**

- a. **Ethical Conduct:** We are committed to upholding high ethical standards in all aspects of our business operations. We will comply with applicable laws, regulations, and international standards, and we will conduct our business with honesty, integrity, and fairness.
- b. **Environmental Sustainability:** We recognize the importance of environmental sustainability and the need to reduce our impact on the environment. We will strive to minimize waste, promote energy efficiency, conserve natural resources, and integrate sustainable practices into our operations.
- c. **Stakeholder Engagement:** We will engage with our stakeholders, including employees, customers, suppliers, local communities, and shareholders, to understand their needs, concerns, and expectations. We will foster open and transparent communication channels to build strong relationships based on mutual trust and respect.
- d. **Employee Well-being and Development:** We are committed to providing a safe and healthy working environment for all our employees. We will promote employee well-being, diversity, equality, and personal development through training opportunities, work-life balance initiatives, and fair employment practices.
- e. **Community Involvement:** We will actively contribute to the communities in which we operate, striving to make a positive difference. We will support local initiatives, social causes, and charitable organizations through volunteering, donations, and partnerships.
- f. **Supplier and Partner Relationships:** We will work with suppliers and business partners who share our commitment to CSR principles. We will promote fair trade, ethical sourcing, and responsible supply chain management to ensure that our products and services meet high social and environmental standards.
- g. **Transparency and Reporting:** We will maintain transparency in our CSR practices and provide regular reports on our progress and achievements. We will disclose relevant information, such as our environmental impact, social initiatives, and CSR performance, to stakeholders and the public.
- h. **Continuous Improvement:** We will continuously assess and improve our CSR initiatives, policies, and practices. We will set measurable goals, monitor our performance, and strive for innovation and best practices to enhance our social and environmental impact.

### **Responsibilities**

- a. **Management:** Senior management has the responsibility to ensure the implementation and compliance with this CSR Policy. They will provide leadership, allocate necessary resources, and integrate CSR principles into the strategic decision-making process.

b. Employees: All employees have a responsibility to support and adhere to the principles outlined in this CSR Policy. They should actively contribute to the achievement of CSR goals, follow sustainable practices, and promote a culture of social responsibility within the organization.

### **Communication and Implementation**

We will communicate this CSR Policy to all employees, stakeholders, and partners to ensure their understanding of our commitment to corporate social responsibility. We will integrate CSR considerations into our business processes and decision-making and provide the necessary resources and training to support its implementation.

### **Policy Review**

This CSR Policy will be reviewed periodically to ensure its ongoing relevance, effectiveness, and alignment with changing societal expectations, industry best practices, and emerging environmental and social issues.

Signed, *M Hutchinson*

Michael Hutchinson 17.06.2023.