

Group Corporate Social Responsibility Policy

HR-POL-016-02

1. Introduction

The purpose of this Corporate Social Responsibility (CSR) Policy is to outline Statom Group's commitment to ethical practices, social responsibility, and sustainability. Our aim is to positively impact the communities we operate in, ensure ethical conduct in our business practices, and promote environmental stewardship.

2. Scope

This policy applies to all employees, directors, and contractors of Statom Group, including as any third parties acting on behalf of the company.

3. CSR Commitment

Statom Group is committed to:

- **Ethical Business Practices:** Conducting business in an ethical and transparent manner. This includes adhering to all relevant laws and regulations and maintaining high standards of integrity and honesty.
- **Social Responsibility:** Supporting the communities in which we operate through charitable activities, volunteering, and other initiatives. We aim to contribute positively to social development and well-being.
- **Environmental Stewardship:** Reducing our environmental footprint by adopting sustainable practices, such as minimizing waste, reducing energy consumption, and promoting recycling and conservation.

4. Key Areas of Focus

1. **Community Engagement**
 - **Charitable Donations:** We support charitable organizations and initiatives that align with our values. This includes financial donations and in-kind support.
 - **Volunteering:** We encourage employees to participate in community service and volunteering activities during work hours, subject to prior approval.
2. **Environmental Responsibility**
 - **Resource Efficiency:** We strive to use resources efficiently and reduce our impact on the environment by implementing energy-saving measures and reducing waste.
 - **Sustainable Practices:** We are committed to using sustainable materials and practices wherever possible and minimizing our carbon footprint.



3. Ethical Conduct

- Compliance: We adhere to all relevant laws, regulations, and standards governing our industry and operations.
- Anti-Corruption: We have a zero-tolerance policy towards corruption, bribery, and unethical behaviour. Employees must report any instances of such behaviour in accordance with our whistleblowing policy.

4. Employee Welfare

- Health and Safety: We ensure a safe and healthy working environment for all workers and adhere to all health and safety regulations.
- Diversity and Inclusion: We promote a diverse and inclusive workplace where all employees are treated fairly and with respect.

5. Implementation and Responsibilities

- Employee Involvement: All workers are encouraged to participate in CSR activities and contribute ideas for improving our CSR initiatives.
- Monitoring and Reporting: We will regularly monitor and assess our CSR activities and report on our progress. We will also seek feedback from stakeholders to continuously improve our practices.

6. Policy Review

This policy will be reviewed annually to ensure it remains relevant and effective. Changes to the policy will be communicated to all employees.

7. Contact - For questions or further information regarding this policy, please contact the HR.

SIGNED:



Martina Oyite
Human Resources Director
Statom Group Limited

REVIEW: Annual

DATE: 01/06/2025

NEXT REVIEW: 01/06/2026

SIGNED:



Paul Whelan
Managing Director
Statom Group Limited

REVIEW: Annual

DATE: 01/06/2025

NEXT REVIEW: 01/06/2026