


HSSE POLICY MANUAL				
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CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY STATEMENT

ATTACHMENT 6

1. GENERAL

- 1.1 This policy describes FAMS Group of Companies intention to contribute to the well-being of communities and society through various environmental and social measures.
- 1.2 FAMS Group of Companies corporate social responsibility is hinged upon environmental initiatives and socially related programs.

1.1 Scope


- 1.1.1 The CSR policy for FAMS Group of Companies is applicable to all company divisions.
- 1.1.2 The policy is applicable to FAMS Group of Companies and a broad range of stakeholders including employees, investors and business partners. It also encourages the broader community of customers and society at large to engage in similar policies and actions of their own. Stakeholders are expected to conduct themselves in socially and environmentally responsible ways. As such FAMS Group of Companies take into consideration such actions when selecting service providers and partners.

2. POLICY ELEMENTS

2.1 Environmental Protection

- 2.1.1 FAMS Group of companies is committed to reducing carbon emissions resulting from its work activities and its stakeholders' activities.
- 2.1.2 FAMS Group of Companies is driven by the mantra "*Going Green*" which is clearly supported by its Environmental Policy Statement.
- 2.1.3 To pledge its support to the "Going Green" mantra, FAMS Group of Companies is initiating solar projects, tree planting and CO2 reduction programs in transport and other areas. The overall aim of such projects is to reduce air pollution and harmful environmental toxins.

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2.1.6 FAMS Group of Companies shall align and contribute to the National environmental initiatives in countries that it operates. Such environmental initiatives may be in the form of cleanup campaigns, tree planting day etc.

2.1.7 FAMS Group of Companies shall be committed to addressing all environmental concerns raised by its stakeholders.

2.2 Socially Related Initiatives


2.2.1 FAMS Group of Companies shall create employment for locals in communities that it carries out its work activities. Employment creation shall eradicate hunger and poverty in the various communities that the company operates.

2.2.2 FAMS Group of Companies shall promote gender equality in its hiring of staff. This is in support of the United Nations Sustainable development goal number 5 of gender equality.

2.2.3 FAMS Group of Companies supports a working environment free from bullying, harassment, and discrimination. The company strives in ensuring competitive remuneration packages for its workforce. This will positively impact on societal development.

This policy shall be maintained and complement FAMS Group of Companies other policies.

APPROVED

SIGNATURE.......... DATE..... 7..... /..... APRIL..... /..... 2025.....

NAME IN PRINT..... STEPHEN HARTLEY.....

DESIGNATION DIRECTOR.....

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