



CONSOLIDATED CONTRACTORS COMPANY (CCC) Corporate Social Responsibility Policy Statement



Principle

CCC's Corporate Social Responsibility (CSR) undertakes the role of "Corporate Citizenship" to ensure that business values and behavior are aligned to balance between improving and developing the company's business as well as improving the quality of life of its stakeholders including its workforce, clients, partners, subcontractors, communities and societies at large.

Commitment

CCC is committed to contribute to the welfare of its employees, and to its sense of responsibility towards the economic, social, and environmental sustainability of communities where it conducts its business. CCC is determined to play a significant role in enhancing the wellbeing of communities and contributing to the guiding principles of sustainable development.

Goal

CCC's CSR corporate giving goal is to improve the social and economic livelihood of marginalized and underprivileged communities where CCC conducts its business. CCC uses the Sustainable Development Goals of the United Nations (UNSDGS) as its guide to initiate impactful projects to address the needs of the communities that focus on education, capacity building and job creation, health, environment, humanitarian aid and relief, as well as science, technology and innovation

Implementation

For the communities in which it operates, CCC's CSR community development strategy includes developing cooperation with governmental organizations (GOs), and non-governmental organizations (NGOs) to build and implement impactful community projects, employee welfare activities that address their physical and mental wellbeing, as well as their engagement in volunteerism through its Corporate Volunteering Program (CVP).

Specifically to achieve CCC's CSR goals and objectives the following tasks are implemented:

1. Research and assess the social, economic and environmental needs of local communities in which CCC operates
2. Determine the potential impacts of new projects during their planning, and review of on-going projects to insure that Social responsibility is still being addressed.
3. Identify and develop partnerships and agreements with local NGOs, local governments, or civil society organization to build and implement social sustainable projects. (Partnerships are created in the form of Memorandums of Understanding and project partnership agreements)
4. Encourage the culture of volunteerism amongst staff and engage them and their families in giving back to society through their participation in volunteering activities in accordance with CCC's Volunteering Policy. The Policy allows full time employees 20 hours (per calendar year) of time off work for volunteering.
5. Create team activities focused on team building and on integration of social responsibility throughout the organization.
6. In-Kind Contribution – Organizing or participating in humanitarian relief campaigns and carrying out donation drives for disaster relief and poor communities.

This policy shall be reviewed on an annual basis and as and when necessary to reflect changes.

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Consolidated Contractors Group (CCC)

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