

# CORPORATE SOCIAL RESPONSIBILITY POLICY

At EE Civil Engineering, we recognize our responsibility to contribute positively to society and the environment in which we operate. Our Corporate Social Responsibility (CSR) Policy reflects our commitment to conducting business ethically, sustainably, and with consideration for the well-being of our stakeholders and the broader community.

## 1. Core Principles:

- a. **Ethical Conduct:** We conduct our business with integrity, honesty, and transparency, adhering to high ethical standards in all our interactions and decision-making processes.
- b. **Environmental Stewardship:** We strive to minimize our environmental impact by promoting resource conservation, pollution prevention, and sustainable practices throughout our operations.
- c. **Social Responsibility:** We support initiatives that contribute to the well-being of communities, promote social inclusion and diversity, and address societal challenges such as poverty, inequality, and access to education and healthcare.
- d. **Stakeholder Engagement:** We engage with our stakeholders, including employees, customers, suppliers, investors, and local communities, to understand their needs, concerns, and expectations, and incorporate their feedback into our CSR initiatives.
- e. **Transparency and Accountability:** We are committed to transparency in reporting our CSR activities and outcomes, holding ourselves accountable for our commitments and continuously striving for improvement.

## 2. Focus Areas:

- a. **Environmental Sustainability:** We are committed to reducing our environmental footprint through initiatives such as energy efficiency, waste reduction, recycling programs, and the use of renewable resources.
- b. **Social Impact:** We support social initiatives that address community needs, promote education and skill development, empower marginalized groups, and enhance the quality of life for all individuals.
- c. **Employee Well-being:** We prioritize the health, safety, and well-being of our employees by providing a safe working environment, promoting work-life balance, and offering opportunities for professional development and career advancement.
- d. **Responsible Sourcing:** We ensure that our supply chain partners adhere to ethical labor practices, environmental regulations, and human rights standards, and promote fair and sustainable sourcing practices.

e. Philanthropy and Volunteerism: We encourage employee involvement in philanthropic activities and volunteer initiatives that contribute to the betterment of society and support local communities.

### **3. Implementation:**

a. Integration into Business Strategy: CSR considerations are integrated into our business strategy, decision-making processes, and corporate governance structures, ensuring alignment with our overall mission, values, and long-term objectives.

b. Collaboration and Partnerships: We collaborate with industry peers, non-governmental organizations (NGOs), government agencies, and other stakeholders to address common challenges, leverage resources, and maximize the impact of our CSR initiatives.

c. Measurement and Evaluation: We establish key performance indicators (KPIs) and metrics to measure the effectiveness and impact of our CSR activities, regularly monitoring progress and evaluating outcomes against established targets.

d. Continuous Improvement: We are committed to continuous learning, innovation, and improvement in our CSR practices, seeking feedback from stakeholders, identifying opportunities for enhancement, and adapting to changing societal and environmental trends.

### **4. Communication and Reporting:**

a. We communicate our CSR initiatives, achievements, and challenges transparently to our stakeholders through various channels, including annual reports, sustainability reports, website updates, and social media platforms.

b. We welcome feedback and dialogue from stakeholders on our CSR performance and practices, fostering open communication, trust, and collaboration.

**Signed:**

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