

Corporate Social Responsibility

Policy Brief & Purpose

RICHSTONE Corporate Social Responsibility (CSR) company policy refers to **RICHSTONE** responsibility toward **RICHSTONE** environment. **RICHSTONE**'s existence is not lonely. It's part of a bigger system of people, values, other organizations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

What is Corporate Social Responsibility?

RICHSTONE Corporate Social Responsibility (CSR) company policy outlines **RICHSTONE** efforts to give back to the world as it gives to us.

Scope

This policy applies to **RICHSTONE** and its subsidiaries. It may also refer to suppliers and partners.

Policy Elements

We want to be a responsible business that meets the highest standards of ethics and professionalism.

RICHSTONE's social responsibility falls under two categories: compliance and pro-activeness. Compliance refers to **RICHSTONE**'s commitment to legality and willingness to observe community values. Pro-activeness is every initiative to promote human rights, help communities and protect **RICHSTONE** natural environment.

Compliance

Legality

RICHSTONE will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Business ethics

We'll always conduct business with integrity and respect to human rights. We'll promote:

RICHSTONE

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

Protecting the Environment

RICHSTONE recognizes the need to protect the natural environment. Keeping **RICHSTONE** environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing garbage and using chemical substances. Stewardship will also play an important role.

Protecting People

We'll ensure that we:

- Don't risk the health and safety of **RICHSTONE** employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

Human rights

RICHSTONE is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We'll ensure that **RICHSTONE** activities do not directly or indirectly violate human rights in any country (e.g. forced labor).

Proactiveness

Donations and aid

RICHSTONE may preserve a budget to make monetary donations. These donations will aim to:

- Advance the arts, education and community events.
- Alleviate those in need.

Volunteering

RICHSTONE will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. **RICHSTONE** may sponsor volunteering events from other organizations.

Preserving the Environment

Apart from legal obligations, **RICHSTONE** will proactively protect the environment. Examples of our activities include:

Recycling

- Conserving energy
- Organizing reforestation excursions
- Using environmentally-friendly technologies

Supporting the Community

RICHSTONE may initiate and support community investment and educational programs. For example, it may begin partnerships with vendors for constructing public buildings. It can provide support to nonprofit organizations or movements to promote cultural and economic development of global and local communities.

Learning

We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. **RICHSTONE** will try to continuously improve the way it operates.

RICHSTONE is committed to the United Nations Global Compact. We'll readily act to promote **RICHSTONE** identity as a socially aware and responsible business. Management must communicate this policy on all levels. Managers are also responsible for resolving any CSR issues.

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Managing Director



RICHSTONE Contracting and General Maintenance

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