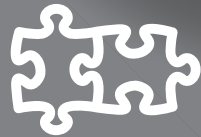




# Social Responsibility Policy



CONTRIBUTION



PARTNERSHIP



ETHICS



INTEGRITY



DRIVE



IMPACT



SENSITIVITY



GOALS



GROWTH

# Social Responsibility Policy

At Redpaths, we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures with which we work.

Redpaths will ensure that all matters of Social Responsibility are considered and supported in our operations and administrative matters and are consistent with Redpaths customers and employees best interests. This Policy applies to activities undertaken by or on behalf of Redpaths.

All Redpaths employees and contractors will adopt the Social Responsibility considerations described in this policy into their day-to-day work activities. Redpaths management will act as role models by incorporating those considerations into decision-making in all business activities.

Redpaths management will ensure that appropriate company structures are in place to effectively identify, monitor, and manage Social Responsibility issues and performance relevant to our business.

This Policy is built on the following areas that reflect existing and emerging standards of Social Responsibility:

## Business Ethics and Transparency

Redpaths is committed to maintaining the highest standards of integrity and practices in order to maintain excellence in its daily operations, and to promote confidence in our systems.

Redpaths will conduct its business in an open, honest, and ethical manner.

Redpaths recognises the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

Redpaths will advise our customers, and suppliers of our Social Responsibility Policy, and will work with them to achieve consistency with this policy.

## Environment Health & Safety

Redpaths is committed to protecting the health and safety of all individuals affected by our activities, including our employees, customers and the public.

Redpaths will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our peers and others to promote responsible environmental practices and continuous improvement.

Redpaths is committed to environmental protection.

Redpaths recognises that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into our business decision-making.

All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

## Employee Relations

Redpaths will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced.

Redpaths will apply fair labour practices, while respecting the national and local laws.

Redpaths is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

## Human Rights

Redpaths recognises that the government have the primary responsibility to promote and protect human rights. Redpaths will work with the government and agencies to support and respect human rights within our sphere of influence.

Redpaths will not tolerate human rights abuses, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

Redpaths will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.

## Community Investment

Redpaths stresses collaborative, consultative, and partnership approaches in our community.

Redpaths will contribute to our communities' by supporting various charities via regular donations

Redpaths will strive to provide employment and economic opportunities in the communities where we operate.