

## **Corporate Social Responsibility Policy 2016**

Being a contributing member to wider society and a learning and development ground for our valued team member's is an integral part of what we do. Our Corporate Social Responsibility (CSR) company policy reflects our responsibility towards our company environment. We want to give back to the world just as it gives to us.

This policy outlines Sitetech's social responsibility actions.

### **Scope**

This policy applies to Sitetech and all of our subsidiaries. It may also refer to suppliers and partners.

### **Policy**

Sitetech aims to be a responsible business that meets the highest standards of ethics and professionalism. It will consider all aspects and interested parties before acting.

### **Legality**

We will adhere to legal guidelines for safety and fair dealing. Every partnership and collaboration will be open and transparent. Business value and financial benefits will result only from legitimate business operations. Sitetech will always respect the Law including anti-bribery and anti-corruption practices. We are also committed to always honour its internal policies.

### **Business Ethics**

Sitetech will always conduct business with integrity and respect to human rights. We will establish appropriate policies and procedures to promote good business ethics. Examples are respect towards the consumer, ethical corporate governance and anti-corruption practices. Our company will follow society's ethical expectations.

### **The Environment**

Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We will always follow best practices when disposing of garbage and using chemical substances. For further information please see 'Sitetech Environmental Policy 2016'.

### **People**



Sitotech will ensure that we don't risk the health and safety of our employees and community. We will also avoid harming the lives of local and indigenous people. We will support diversity and help preserve important cultural elements.

### **Human Rights**

Our company is dedicated to protecting human rights. Sitotech is a committed equal opportunity employer and will incorporate all fair labour practices. We will ensure that our activities do not directly or indirectly violate human rights in any country (e.g. low cost labour).

### **Charities**

Sitotech may preserve a budget to make monetary donations. We have chosen 'The Mozambique Project' as our charity partner for 2016. Through our involvement we hope to bring solar lighting to 800 rural communities and over 100,000 people in Mozambique.

### **Volunteering**

Sitotech will encourage its employees to volunteer. They can volunteer through programs internally or externally organised. Our company may sponsor volunteering events from other organizations.

### **Preserving the environment**

Apart from legal obligations, we will be proactive in protecting the environment. There are activities that we will pay attention to, particularly in regards to recycling, waste and renewable energy.

### **Supporting the community**

Our company will endeavour to initiate and support community investment and educational programs. For example, we may begin partnerships with vendors for the implementation of energy efficiency projects to underprivileged communities.

### **Learning**



Our company will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates. Our company will develop a learning and management culture and invest time, money and other resources into the ongoing growth of our team members.

Should you have any question about our Corporate Social Responsibility policy please do not hesitate to contact us.