

# Corporate Social Responsibility Policy

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our greater environment. Eden Leisure Group's existence is not lonely. It's part of a bigger system of people, values, other organisations and nature.

## 1. What is corporate social responsibility?

Our Corporate Social Responsibility (CSR) of a business outlines our efforts to give back to the world as it gives to us.

## 2. Scope

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

## 3. Policy elements

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

ELG's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to ELG's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

## 4. Compliance

### 4.1 Legality

ELG will:

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

## *4.2 Business ethics*

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

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

## *4.3 Examples of Corporate Social Responsibility*

### 1. Protecting the environment

ELG recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll commit to strive to follow best practices when procuring materials, disposing of waste, using chemical substances and contributing to the circular economy.

### 2. Protecting people

We'll ensure that we:

- ▶ Don't risk the health and safety of our employees and community.
- ▶ Support diversity and inclusion.

## *4.4 Human rights*

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

## *4.5 Proactiveness*

### *Donations and aid*

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

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

## *4.6 Volunteering*

ELG will encourage its employees to volunteer. They can volunteer through programs organised internally or externally. Eden may sponsor volunteering events from other organisations.

## *4.7 Preserving the environment*

Apart from legal obligations, ELG will proactively protect the environment. Examples of relevant activities include:

- ▶ Recycling.
- ▶ Conserving energy.

- ▶ Organising clean up excursions.
- ▶ Using environmentally-friendly technologies.

The Eden Leisure Group aligns itself to the principles of the United Nations Global Compact. We'll readily act to promote our identity as a socially aware and responsible business. Management must communicate this policy on all levels.