



CORPORATE SOCIAL RESPONSIBILITY POLICY

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Policy Brief and Purpose

Covenant Ventures' Corporate Social Responsibility (CSR) policy refers to our responsibility toward our environment and nation building. It's part of a bigger system of people, values, other organizations and nature.

What is Corporate Social Responsibility?

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

Scope

This policy applies to our company 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.

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

Compliance

Legality

Our company 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:

- Safety and fair dealings
- Respect towards our clients.
- Anti-bribery and anti-corruption practice.

Our Corporate Social Responsibility

Protecting the environment

Our company recognizes the need to protect the natural environment. Keeping our 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.

Preserving the environment

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

- Recycling,
- Conserving energy,
- Organizing reforestation excursions
- Using environmentally friendly technologies.

Protecting people

We'll ensure that we:

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

Human Rights

Our company 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 our activities do not directly or indirectly violate human rights in all our operations (e.g. forced labor).

Pro-activeness

Donations and aid

Our company may preserve a budget to make monetary/non-monetary donations. These donations will aim to:

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

Our company will encourage its employees to volunteer in programs organized internally or externally. Our company may sponsor volunteering events from other organizations.

Supporting the community

Our company 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.

Public Policy Research

We will actively support institutions i.e. State and Non-State, which undertake evidence-based research programmes that will influence to public policy. We will be open to suggestions and listen carefully to ideas. These ideas must be geared towards.

Our company is committed to 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. Managers are also responsible for resolving any CSR issues.