



Revision 2 | June 2021

Lamprell corporate social responsibility philosophy

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Human Resources & Corporate Services function of Lamprell

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1. Abbreviations

CSR : Corporate Social Responsibility

CC : Corporate Communications

ExCom : Executive Committee

VP HR & CS : Vice President of Human Resources & Corporate Services

2. Introduction

This document outlines Lamprell's CSR philosophy, including compliance, monitoring and reporting, roles and responsibilities, how employees can nominate an organisation for corporate giving/sponsorship and the types of organisations Lamprell is willing to sponsor.

There are two aspects to Lamprell's CSR programme, namely:

- **Internal CSR activities/employee welfare:** this covers anything employee-related, for example, wellness activities such as our annual healthy heart campaign, company-wide influenza vaccination programme, cancer screenings, mindfulness and yoga workshops or financial wellness seminars, to name a few. We also support educational activities such as reading, English language and computer literacy skills programmes. Further activities include sporting events such as cricket/football/basketball tournaments and competitions such as the Lamprell through the Lens photography competition or Lamprell's Got Talent show.

- **External CSR activities:** this covers external activities, for example, supporting the Don Bosco charity organisation for the underprivileged, sending relief funds to countries where natural disasters occur, supporting a local dog shelter. Other activities could include those from employees on behalf of external organisations, for example, sponsoring children's school events or a sporting event that an employee is participating in on behalf of a good cause.

3. What is CSR?

At Lamprell, we define CSR as follows:

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

4. Our approach

Lamprell's CSR strategy focuses on education initiatives that:

- a. Promote science, technology, education and mathematics (STEM) education.

- b. Improves access to education and employability of people from marginalised groups within society.

Education is a key focus area of the strategy because it aligns with Lamprell's skills development and training programmes. Also our future growth and sustainability requires an expanding number of talented engineers across all levels of the business, therefore it is in Lamprell's interests to encourage more people, especially from different backgrounds, to take up engineering as a career.

We will support innovative programmes which focus on areas that address both our business and societal needs. We will build long-term strategic relations with recognised and respected partners and where possible, work collaboratively with clients. When a programme is successful in one geography, we will seek to leverage it in others.

Where agreed, we will encourage and support employees who wish to volunteer their time to participate in initiatives in line with the focus areas and approach outlined above.

Any grants, regardless of their value are subject to Lamprell's Business Code of Conduct.

5. CSR roles and responsibilities

The ExCom is responsible for, and will make all determinations relating to, external CSR activities and/or donations in accordance with this policy. Corporate Communications is appointed as the administrators for implementing the ExCom's decisions and

CC's responsibilities will include:

- a. Managing, forwarding and responding to strategic corporate giving/sponsorship queries.
- b. Managing, forwarding and responding to charitable organisation queries.
- c. Coordinating and selecting preferred organisations.
- d. Submitting proposals for external CSR activities and/or donations to the ExCom for approval.
- e. All administration surrounding external CSR including maintaining a spread sheet with all external CSR spend during the relevant year.

All internal CSR/Employee Welfare activities will be coordinated and administered by the VP HR & CS. The VP HR & CS will consult with the proposing department and/or yard managers to the extent that the activities will impact the relevant department and/or yard, and will report on all such activities to the ExCom on a regular basis.

6. Compliance, monitoring and reporting

Compliance with this policy will be continuously monitored and subject to review by the ExCom. It is anticipated that compliance will also be reported to the Board and to external stakeholders through the Company's annual report, its quarterly newsletter Lamprelltimes and/or via LamprellConnect, the Company's intranet.

This policy must also be implemented and administered in compliance with other key Group policies, namely:

- Anti-corruption and Bribery Policy
- Business Code Of Conduct
- Delegation of Authority

7. External beneficiary organisations

Lamprell strives to be a good corporate citizen and to fulfil its responsibilities to the communities in which it operates. With this in mind, Lamprell aims to engage with and contribute, whether through financial donations or CSR activities, to organisations that are closely aligned with and impacted by our business.

Examples of the types of organisations that Lamprell aims to engage with, and aligned with our approach as set out in section four, include:

- Charities and/or not-for-profit organisations that support our employees or their families.
- Charities and/or not-for-profit organisations that are based in the United Arab Emirates.
- CSR activities in which Lamprell's employees can participate.

It is anticipated that any such social investment/donation or engagement with an external beneficiary organisation will be transparent and should be disclosed, always

with the intention of improving Lamprell's reputation and standing within the relevant community. Lamprell will not make any donations of a political or similar nature without express approval from the Board of Directors of Lamprell plc.

8. How employees can propose Lamprell's participation in a CSR activity

Any employee can make a recommendation for Lamprell's participation in a CSR donation or external activity as long as it is aligned with our approach.

Employees wanting to nominate a preferred charity/non-profit organisation for a CSR donation or to suggest participation in such an activity should contact CC directly through email at communications@lamprell.com. Each charitable donation and/or external CSR activity will be submitted to the ExCom by CC for prior approval, for consideration in a timely and appropriate manner. For Lamprell's internal CSR/ Employee Welfare activities, the VP HR & CS is the primary approver for all such activities (in consultation with the ExCom where they are enterprise- wide).





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