



Corporate & Social Responsibility Policy

Policy quality checked by:
Frano Lubura
General Manager / Quality Representative

A handwritten signature in black ink, appearing to be 'FL', positioned to the right of the text identifying the quality checker.

Date: 27/10/2020
Versions: 2.1



SSGC CORPORATE & SOCIAL RESPONSIBILITY

<u>1. SCOPE</u>	<u>ERROR! BOOKMARK NOT DEFINED.</u>
<u>2. BUSINESS ETHICS AND TRANSPARENCY</u>	<u>ERROR! BOOKMARK NOT DEFINED.</u>
<u>3. ENIRONMENTAL HEALTH AND SAFETY</u>	<u>4</u>
<u>4. STAKEHOLDER RELATIONS</u>	<u>4</u>
<u>5. EMPLOYEE RELATIONS</u>	<u>4</u>
<u>6. HUMAN RIGHTS</u>	<u>5</u>
<u>7. COMMUNITY INVESTMENTS</u>	<u>5</u>



SSGC CORPORATE & SOCIAL RESPONSIBILITY

1. Scope

At SSGC we define Corporate Social Responsibility as follows:

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

SSGC will ensure that all matters of Corporate Social Responsibility are supported in our operations and administrative matters and are consistent with SSGC's best interests. SSGC is committed to being recognised as an organisation considerate of Corporate Social Responsibility and recognises that in doing so we will add significant value for our Shareholders.

This policy applies to activities undertaken by or on behalf of SSGC.

All SSGC's employees will adopt the Corporate Social Responsibility considerations described in this Policy into their daily working activities. SSGC's management team will act as role models by incorporating those considerations into the decisions they make in all business activities. SSGC's management team will ensure that appropriate organisational structures are in place to effectively identify, monitor and manage Corporate Social Responsibility issues and performance relevant to our business.

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

2. Business Ethics & Transparency

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

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

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

Web Address:	Version: 2.1
<i>Page 3 of 5</i> <i>Internal \ Private</i>	



SSGC CORPORATE & SOCIAL RESPONSIBILITY

3. Environmental Health & Safety

SSGC is committed to protecting the health & Safety of all individuals affected by our activities, including employees, contractors and the general public. SSGC 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 the impact of by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement.

SSGC is committed to environmental protection and stewardship.

All SSGC's 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.

4. Stakeholder Relations

SSGC will engage stakeholders clearly, honestly and respectfully.

SSGC is committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers and employees, indigenous peoples, governments, regulators and landowners, amongst others.

5. Employee Relations

SSGC 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.

SSGC will apply fair labour practices, while respecting the national and local laws of the United Kingdom.

SSGC 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.

Web Address:	Version: 2.1
<i>Page 4 of 5</i>	Author: <i>Antony Monaghan</i>
<i>Internal \ Private</i>	



SSGC CORPORATE & SOCIAL RESPONSIBILITY

6. Human Rights

SSGC recognises that governments have a primary responsibility to promote and protect human rights. SSGC will work with governments and agencies to support and respect human rights within our sphere of influence.

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

SSGC 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.

7. Community Investment

SSGC stresses collaboration, consultation and partnership approaches in our community investment program.

SSGC will integrate Community Investment considerations into decision making and business practices and will insist in local capacity building to develop mutually beneficial relationships with communities.

SSGC will strive to provide employment and economic opportunities in the community where we operate.

Web Address:	Version: 2.1
<p style="text-align: center;"><i>Page 5 of 5</i></p> <p style="text-align: center;"><i>Internal \ Private</i></p>	