



# ***Bulsho Business Group Corporate Social Responsibility Policy***

**Member of UN-Global Compact**

**We Support the Ten Principles of the UN Global Compact**

**Date: 12<sup>th</sup> June 2023**

*Hamdi Omar*  
*Chief of Executive Officer*  
*Bulsho Business Group*

[Hamdi.nor@bulshobusiness.com](mailto:Hamdi.nor@bulshobusiness.com)  
[www.bulshobusiness.com](http://www.bulshobusiness.com)  
[info@bulshobusiness.com](mailto:info@bulshobusiness.com)

## Table of Contents

<b>INTRODUCTION</b> .....	<b>3</b>
<b>SCOPE AND OBJECTIVES</b> .....	<b>4</b>
<i>Employees:</i> .....	4
<i>Suppliers and Partners:</i> .....	4
<i>Community engagement</i> .....	4
<i>Environment</i> .....	4
<i>Monitoring and Reporting</i> .....	4
<b>OUR CORE CSR PRINCIPLES</b> .....	<b>5</b>
<b>INTERNATIONAL HUMAN RIGHTS</b> .....	<b>5</b>
<i>Respect and Support for Human Rights</i> .....	5
<i>Compliance with International Labor Standards</i> .....	5
<i>Declaration on Fundamental Principles and Rights at Work</i> .....	5
<i>Stakeholder Engagement</i> .....	5
<b>LABOUR ENGAGEMENT</b> .....	<b>6</b>
<i>Forced labor</i> .....	6
<i>Remuneration and benefits</i> .....	6
<i>Healthy working environment</i> .....	7
<b>ENVIRONMENTAL SUSTAINABILITY</b> .....	<b>7</b>
<i>Waste Management</i> .....	7
<i>Energy and Resource Efficiency</i> .....	7
<i>Chemical Management</i> .....	7
<i>Pollution Control</i> .....	7
<i>Training and Awareness</i> .....	8
<i>Employee Engagement</i> .....	8
<i>Emergency Preparedness And Response</i> .....	8
<b>HEALTH AND SAFETY</b> .....	<b>8</b>
<i>Management Commitment</i> .....	9
<i>Employee Responsibility</i> .....	9
<i>Risk Assessment</i> .....	9
<i>Hazard Control</i> .....	9
<i>Training</i> .....	9
<i>Communication</i> .....	9
<i>Incident Reporting</i> .....	9
<i>Incident Investigation</i> .....	10

## *Introduction*

Bulsho Business Company is firmly dedicated to upholding the highest standards of responsible and ethical business practices. We recognize our role as a corporate entity and acknowledge the impact we have on the communities in which we operate and the environment. With this understanding, we have developed a comprehensive Corporate Social Responsibility (CSR) policy that serves as a guiding framework for our employees, suppliers, and stakeholders.

At BBG we're fully committed to making a positive difference in the communities we serve. We strive to actively contribute to their social and economic development through various initiatives. This includes supporting education and skill development programs, promoting diversity and inclusion, and fostering sustainable livelihoods. By engaging with local stakeholders and understanding their needs, we aim to create meaningful and lasting impacts that enhance the overall well-being of the community.

In addition, we recognize the importance of minimizing our environmental footprint. We are dedicated to conducting our operations in an environmentally responsible manner, seeking to conserve natural resources, reduce waste, and mitigate climate change. Through the implementation of sustainable practices, such as energy efficiency measures, waste reduction strategies, and responsible sourcing, we aim to minimize our impact on the environment and contribute to its preservation for future generations.

Our commitment to CSR extends to our relationships with suppliers and partners. We expect them to share our values and adhere to similar ethical and environmental standards. By working collaboratively, we can promote responsible business practices throughout our supply chain and ensure the highest level of integrity in all aspects of our operations. To ensure the effectiveness of our CSR policy, we maintain a system of regular monitoring, evaluation, and reporting. We believe in transparency and accountability, and we actively communicate our CSR initiatives and progress to our stakeholders.

In generally, at Bulsho Business Company, our Corporate Social Responsibility policy embodies our unwavering commitment to conducting business in a responsible and ethical manner. By positively impacting the communities we serve and minimizing our environmental footprint, we strive to create a sustainable future that benefits society as a whole. We firmly believe that by integrating social and environmental considerations into our business practices, we can contribute to a better and more prosperous world.

## Scope and Objectives

The scope of Bulsho Business Company's Corporate Social Responsibility CSR policy encompasses all aspects of our operations and extends to our employees, suppliers, stakeholders, and the communities and environment in which we operate.

### *Employees.*

- We are committed to providing a safe and inclusive work environment for our employees, free from discrimination, harassment, or any form of exploitation.
- We prioritize the well-being and professional development of our employees by offering training and growth opportunities, promoting work-life balance, and ensuring fair and competitive compensation.
- We encourage employee engagement and involvement in CSR initiatives, fostering a culture of social responsibility and community participation.

### *Suppliers and Partners.*

- We expect our suppliers and partners to adhere to ethical business practices, including respect for human rights, labor standards, and environmental regulations.
- We actively promote responsible sourcing and encourage suppliers to adopt sustainable practices, minimize waste, and reduce their environmental impact.
- We collaborate with suppliers and partners to develop and implement CSR initiatives throughout the supply chain, ensuring the highest level of integrity and social responsibility.

### *Community engagement*

- We actively engage in philanthropic initiatives that support community development, education, healthcare, and social welfare.
- We strive to positively impact the communities in which we operate by supporting local economic development, education, and social welfare programs.
- We engage with community stakeholders to understand their needs and concerns, and we actively seek opportunities for collaboration to address those issues.
- We promote diversity, inclusion, and equal opportunities within the communities, supporting initiatives that improve access to education, healthcare, and basic necessities.

### *Environment*

- We are committed to minimizing our environmental impact by implementing sustainable practices across our operations.
- We conserve natural resources, reduce waste generation, and promote energy efficiency through the adoption of green technologies and responsible consumption practices.
- We strive to mitigate climate change by reducing greenhouse gas emissions, supporting *renewable energy sources, and engaging in carbon offset initiatives.*

### *Monitoring and Reporting*

- We maintain a robust system of monitoring, evaluation, and reporting to measure the effectiveness of our CSR initiatives.
- We regularly communicate our CSR performance and progress to our stakeholders, promoting transparency and accountability.
- We continuously review and improve our CSR policy and practices to align with emerging social and environmental challenges and best practices.

### *Our Core CSR Principles.*

#### *International Human Rights*

BBG is fully committed to upholding and promoting human rights in accordance with international standards. We recognize the importance of the United Nations Global Compact and its 10 principles as a guiding framework for our commitment to human rights.

#### *Respect and Support for Human Rights.*

- We respect and uphold the principles outlined in the International Bill of Human Rights, which includes the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights.
- We actively support and promote the fundamental human rights of our employees, stakeholders, and the communities in which we operate.

#### *Compliance with International Labor Standards.*

- We adhere to the conventions and standards set forth by the International Labor Organization (ILO), which include principles such as freedom of association, the elimination of forced labor, the abolition of child labor, and the elimination of discrimination in employment and occupation.
- We ensure that our employment practices are in line with these international labor standards, providing fair and safe working conditions for our employees.

#### *Declaration on Fundamental Principles and Rights at Work.*

- We align ourselves with the Declaration on Fundamental Principles and Rights at Work, which emphasizes the importance of freedom of association, the right to collective bargaining, the elimination of forced labor, the abolition of child labor, and the elimination of discrimination in the workplace.
- We actively promote and protect these principles within our organization and expect our suppliers and partners to do the same.

#### *Stakeholder Engagement.*

- We engage in dialogue and collaboration with our stakeholders, including employees, suppliers, communities, and human rights organizations, to ensure that our business practices respect and promote human rights.

BBG has signed a commitment letter to the United Nations Global Compact and its 10 principles affirms our dedication to the respect, defense, and protection of human rights. We strive to create a work environment and engage in business practices that uphold the principles of human rights as outlined in international agreements and conventions.

And to ensure unwavering adherence to its human rights commitments, BBG has meticulously developed a Guide to the Practical Application of Human Rights. This comprehensive guide encompasses two crucial action areas: internal, engaging all management personnel and employees, and external, encompassing stakeholders intricately linked to the company, particularly suppliers and contractors.

The guide meticulously draws upon the invaluable recommendations enshrined in the UN Guiding Principles on Business and Human Rights, the bedrock of BBG's Code of Ethics and Conduct, and corporate policies meticulously formulated in accordance with the overarching principles of this CSR Policy. This ensures a consistent and impactful approach to human rights integration across all facets of BBG's operations.

### *Labour Engagement.*

BBG is committed to upholding and respecting the rights of each individual in the context of labor. As a company, we recognize that labor rights are fundamental human rights, and we strive to create an inclusive and fair working environment that promotes dignity, equality, and non-discrimination for all employees.

One of the key principles that BBG adheres to is the principle of freedom of association and collective bargaining. We believe that every employee has the right to form and join labor unions or other representative bodies of their choice, without fear of retaliation or discrimination. BBG encourages open dialogue and constructive engagement between management and employees, fostering a collaborative environment where workers can voice their concerns, negotiate fair terms and conditions of employment, and actively participate in decisions that affect their working lives.

### *Forced labor.*

The spect of labor rights that BBG prioritizes is the elimination of all forms of forced labor. We strictly prohibit any form of compulsory labor, including bonded labor, indentured labor, and modern-day slavery. We are committed to ensuring that our supply chains are free from forced labor, and we work closely with our suppliers, conducting regular audits and assessments to uphold these principles.

### *Remuneration and benefits*

BBG recognizes the significance of fair remuneration and benefits for employees. We strive to provide fair and competitive wages that meet or exceed legal requirements and industry standards. Additionally, we are committed to offering comprehensive benefits packages that prioritize the well-being and security of our workforce. This includes access to healthcare, paid leave, retirement plans, and opportunities for professional development.

### *Healthy working environment*

BBG promotes a safe and Healthy working environment for all employees. We are dedicated to maintaining high standards of occupational health and safety, ensuring compliance with relevant regulations and industry best practices. We actively identify and mitigate workplace hazards, provide appropriate training, and encourage employees to report any safety concerns or incidents.

## *Environmental Sustainability*

We at Bulsho Business Group committed to comply with all relevant environmental laws, regulations, and standards applicable to our operations. This includes laws related to waste management, pollution prevention, emissions control, resource conservation, and environmental impact assessments. We will also maintain appropriate permits and licenses as required by the authorities.

### *Waste Management.*

- We will implement waste reduction, recycling, and responsible disposal practices to minimize the environmental impact of our operations. Efforts will be made to reduce hazardous waste generation and promote the use of environmentally friendly materials.

### *Energy and Resource Efficiency.*

- We are committed to conserving energy, water, and other natural resources through efficient use, adopting sustainable technologies, and promoting awareness and best practices among our employees

### *Chemical Management.*

- We will implement a comprehensive chemical management program to ensure the safe handling, storage, use, and disposal of hazardous substances. Appropriate control measures and safety protocols will be established to minimize risks associated with these materials.

#### *Pollution Control.*

- We will implement measures to prevent or minimize the release of hazardous substances into the environment, including air, water, and soil. Spill response plans, containment systems, and emergency procedures will be in place to mitigate potential incidents.

#### *Training and Awareness.*

- We will provide regular training and awareness programs to our employees to enhance their understanding of environmental issues, their roles in environmental management, and the importance of sustainable practices. This includes training on waste management, pollution prevention, energy conservation, and other relevant topics.

#### *Employee Engagement.*

- We encourage active employee participation and engagement in environmental initiatives. Employees will be provided with opportunities to contribute ideas, suggestions, and feedback to improve our environmental performance.

#### *Emergency Preparedness And Response.*

- We will develop and maintain an emergency response plan to effectively handle environmental incidents or emergencies. This includes spills, leaks, natural disasters, and other potential environmental hazards. Regular drills and exercises will be conducted to ensure the preparedness and effectiveness of our response measures.

BBG is steadfastly committed to ongoing improvement in its environmental performance. This unwavering dedication manifests through the meticulous establishment of quantifiable goals and objectives, the scrupulous monitoring of critical environmental indicators, and the systematic evaluation of our processes and practices. We actively pursue and implement environmentally-conscious technologies, practices, and groundbreaking innovations to minimize our ecological footprint and foster a more sustainable future.

This Environmental Health and Safety Policy is a living document subject to regular review and necessary updates. It is the paramount responsibility of every employee to thoroughly familiarize themselves with this Policy and adhere to its provisions with unwavering dedication. Violations may result in disciplinary action, potentially up to and including termination of employment.



## *Health and Safety*

Bulsho Business Group Health and Safety Policy Protecting People, Preventing Harm, Promoting Well-being At Bulsho Business Group, we are committed to providing a safe and healthy work environment for all employees, contractors, visitors, and stakeholders associated with our operations. We prioritize the well-being and safety of our workforce and aim to prevent accidents, injuries, and occupational illnesses through proactive measures and continuous improvement.

### *Management Commitment.*

- Top management is responsible for providing leadership, resources, and support necessary to maintain a robust health and safety program. They will demonstrate a visible commitment to health and safety through regular communication, participation, and continual improvement.

### *Employee Responsibility.*

- All employees are responsible for following health and safety policies, procedures, and guidelines. They are encouraged to report hazards, incidents, or unsafe conditions promptly to their supervisors or designated safety representatives.

### *Risk Assessment.*

- We will conduct regular risk assessments to identify potential hazards and evaluate the associated risks within our workplace. These assessments will be documented, and control measures will be implemented to mitigate or eliminate identified risks.

### *Hazard Control.*

- We will establish and maintain effective procedures and controls to minimize workplace hazards. This includes providing appropriate personal protective equipment (PPE), implementing engineering controls, and ensuring the safe use, storage, and handling of equipment, materials, and substances.

### *Training.*

- We will provide comprehensive health and safety training to all employees, contractors, and relevant stakeholders. Training programs will be designed to enhance awareness, knowledge, and skills necessary to identify hazards, prevent incidents, and respond to emergencies effectively.

*Communication.*

- We will establish effective channels of communication for health and safety matters, ensuring that relevant information is disseminated to all employees. This includes safety meetings, newsletters, notice boards, and other appropriate communication tools.

*Incident Reporting.*

- All incidents, accidents, near misses, and occupational illnesses must be reported promptly through the designated reporting channels. This allows for timely investigation, analysis, and implementation of corrective actions to prevent future occurrences.

*Incident Investigation.*

- We will investigate all incidents to determine their root causes and identify areas for improvement. Investigations will be conducted objectively, and findings will be communicated to relevant stakeholders. Corrective and preventive actions will be implemented to address identified deficiencies.

In generally, at Bulsho Business Company, our Corporate Social Responsibility policy embodies our unwavering commitment to conducting business in a responsible and ethical manner. By positively impacting the communities we serve and minimizing our environmental footprint, we strive to create a sustainable future that benefits society as a whole. We firmly believe that by integrating social and environmental considerations into our business practices, we can contribute to a better and more prosperous world.