

Document	Corporate Social Responsibility Policy
Revision Number	01
Reviewed By	Production & QC Manager
Approved By	Managing Director
Date of Review	July 2021
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## Corporate Social Responsibility Policy

Purpose: The purpose of the policy is to align the Van Dyck Corporate Social Responsibility practices and initiatives with the companies strategies in order to:

1. Contribute to the social development element of the companies transformation agenda and the country. Make sustainable contribution to the communities within which the Group operates. Enhance the Group's reputation and credibility as a socially responsible corporate citizen.
2. Enable an organisational culture and environment that encourages employee involvement in community development.
3. Philosophy: Van Dyck recognises that in order to contribute to the social and economic development of the country, it is necessary to invest time, financial and other resources in order to have the greatest possible impact.
4. Focus Areas: The companies Social Investment focuses on areas that are aligned with the business strategies that are related to Health. Environment and Wellbeing
5. Flagship Projects: The business units will identify and implement flagship projects/programs which are relevant to the core business and aligned to one or more of the focus areas.
6. Serving previously disadvantages communities within South Africa with at least 75% of the beneficiaries being black (black as defined in the BBBEE Charter).
7. Van Dyck does not provide operational finance (i.e. salaries, running costs, etc.).
8. Employee involvement: Van Dyck encourages and supports employee involvement and participation in CSI initiatives.
9. Partnerships: Van Dyck recognises that, in order to positively influence the social and economic environment and have the desired impact on the communities, the need to create strategic and sustainable partnerships with government, non-governmental organisations, community based organisations and other relevant internal and external stakeholders is important.
10. Scope: This policy applies to all permanent (full-time and part-time) employees; fixed term contractors and casual employees of Van Dyck.