

Corporate Social Responsibility (CSR) Policy

B Bowden and Company believes in conducting business in a manner, which achieves the following values to meet the expectations of our stakeholders. They include customers, employees, regulators, investors, suppliers, the community and the environment. We as a company are committed in researching and investing into new concepts and training, we look to benefit community schemes by investing in the people. The catalyst for our work regarding CSR is the Directors. The directors have monthly meeting, which includes all managers from all departments. These meetings set out targets against which B Bowden and Company are measured.

- We recognize that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.
- We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfill the requirements outlined within this policy.
- We shall be open and honest in communication our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.
- The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realize our corporate responsibilities. The responsibility of our performance to this policy rests with all employees throughout the company.

Our partnership focus:

- We shall strive to improve our environmental performance through implementation of our Sustainable Development and Environmental policies.
- We shall ensure a high level of business performance while minimizing and effectively managing risk.
- Through effective partnerships, we shall continue our initiatives on value for money, energy efficiently, education and environmental improvement within the community.
- We shall encourage dialogue with local communities for mutual benefit.
- We will register and resolve customer complaints in accordance with our customer service policy.
- We shall support and encourage our employees to help local community organizations and activities in our region.
- We shall operate an equal opportunities policy for all present and potential future employees.
- We shall provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.

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- We shall provide, and strive to maintain, a clean, healthy and safe working environment.
- We shall uphold the values of honesty, partnership and fairness in our relationships with stakeholders.