CORPORATE SOCIAL RESPONSIBILITY POLICY

At [Organization Name], our culture is rooted in taking responsibility for our actions, outcomes, and reputation. Given the span of our operations and the impact this has on our employees, the communities we are a part of, as well as the environment, we recognize the reach of our business practices and our public accountability.

Our Company’s corporate social responsibility commitments are built around the following critical areas:

1. **People & Workplace**

We take seriously our responsibilities to protect, support, and prepare our people for successful careers and to advocate on their behalf. Our efforts are focused on providing career opportunities and resources to our employees through improved health and wellness, diversity and inclusion, and training and development. We believe in opportunity for all and are committed to equal employment opportunity, the protection of human rights, and the prevention of workplace hazards.

1. **Business Ethics and Transparency**

[Organization Name] 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. [Organization Name] will conduct its business in an open, honest, and ethical manner. [Organization Name] recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets. [Organization Name] will advise our partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy. [Organization Name] is committed to measuring, auditing and publicly reporting performance on its Corporate Social Responsibility programs.

1. **Stakeholder Relations**

We will engage stakeholders clearly, honestly, and respectfully. [Organization Name] is committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers, and employees, indigenous peoples, governments, regulators, and landowners, among others.

1. **Community Engagement**

[Organization Name] understands that it takes all of us working together to truly have an impact. We partner with organizations in the communities where we live and work by engaging in activities such as community service, philanthropy, and support for local businesses. We also seek to engage with suppliers who operate using socially responsible business practices and, when appropriate, will align with like-minded business associations.

1. **Environment & Sustainability**

[Organization Name] recognizes a shared responsibility to protect our planet. We are committed to reduce the environmental impact of our business through preservation, conservation, and waste reduction practices at our site. [Organization Name] will continue to review and implement initiatives that are sustainable.

We encourage participation across our organization, and we will work with external stakeholders to continually advocate on behalf of our employees, contribute to the communities we serve, and ensure our actions are socially, ethically, and environmentally responsible.

If an employee is interested in bringing forward an initiative, they are encouraged to develop a proposal.