# CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

## Our Vision

Our vision is to be global leaders in passive fire solutions for the building envelope.

## Our Values

Customer First: The customer is the beating heart of our business. And customer satisfaction, safety, trust and confidence is at the heart of everything we do.

Safety Matters: If our goal is to make the world a safer place, safety should be intrinsic to all we do. It's by doing this we can foster a culture of safety, a culture that's expansive and transferrable, so that people take that with them wherever they go.

Integrity in All We Do: We don't just manufacture products, we deliver confidence, advising customers on the best solution for their project. The ethos to do the right thing is within all of us, and this should be demonstrated when engaging with customers, work colleagues and suppliers.

Respect for Each Other: We are a proud team that understands that each and every one of us is working towards a common goal. There is no single person better than anyone else.

Strive for Betterment: Standing still isn't an option. Our DNA is always to improve, to do better. You're a part of something great. Forward-thinking isn't just for our technical teams, it's for all of us.

## Purpose

The purpose of this Corporate Social Responsibility (CSR) Policy is to define Siderise's commitment to making a positive contribution to society and the environment beyond our core business operations. It sets out how we engage with communities, support social and environmental initiatives, and collaborate with partners to address shared challenges.

## Statement of Commitment

We recognise our responsibility to all stakeholders and commit to:

- Acting with integrity and transparency in everything we do.
- Protecting the environment and promoting sustainable practices.
- Respecting human rights and fair working conditions throughout our value chain.
- Engaging and supporting the communities where we live and work.
- Innovating solutions that improve safety, well-being, and sustainability in our sectors.

## Context of the Policy

As an integral part of society, we always strive to be a trusted corporate citizen, fulfilling our responsibilities to the communities in which we operate. Siderise Corporate Social Responsibility (CSR) Policy covers the voluntary or philanthropic contributions we make to the communities.

CSR at Siderise focuses on:

- Creating value for society and the environment and operating with clearly defined targets.
- Developing solutions that serve the local needs and priorities of communities where it operates.
- Building partnerships with different stakeholders by going beyond the industry limits to expand its sphere of influence and ensure sustainability.

## CSR in the Wider Context

While this policy focuses on Siderise's corporate citizenship and community engagement activities, it forms part of our broader commitment to Corporate Social Responsibility. Our approach extends across:

- **Environmental stewardship** – managing our environmental impacts, improving resource efficiency, and working towards our net zero goals.
- **Ethical business conduct** – upholding integrity, transparency, and compliance with laws and regulations in all markets.
- **Responsible supply chain management** – working with suppliers who share our values on human rights, fair labour, and environmental protection.
- **Diversity, equity, and inclusion** – fostering a workplace where all employees are respected, supported, and able to contribute fully.
- **Stakeholder engagement** – maintaining open dialogue with employees, customers, suppliers, and communities to align our actions with their needs and expectations.

Further details on these commitments can be found in our Environmental Policy, Code of Conduct, and other related governance documents.

## Scope of the Policy

This Policy applies to the Siderise Group, irrespective of business or location.

## Type Of Philanthropic Activities at Siderise

### 1. Charitable Donations

Charitable donations refer to one-off or occasional support to good causes in response to the needs and appeals of charitable and community organisations, requests from employees, or in reaction to external events such as emergency relief situations.

Examples of charitable donations include:

- ✓ Donations of cash, products, services or equipment to local, national and international charitable appeals
- ✓ Social 'sponsorship' of causes or cultural events with name recognition for Siderise
- ✓ Company-matching of employee donations and fundraising
- ✓ Costs of facilitating donations by customers and suppliers
- ✓ Gifts of products from inventory at cost
- ✓ Occasional use of company premises and other resources

Charitable donations must:

- comply with all applicable legislation in the jurisdictions where Siderise operates; including but not limited to relevant markets legislation, commercial code, and tax laws,
- not conflict with the values or commercial interests of Siderise,
- comply with the principles in this Policy and all other relevant company policies
- be documented in accordance with relevant legislation.

### 2. Community Investments

Community investments refer to long-term strategic involvement in, and partnership with, community organisations to address a limited range of social issues chosen by Siderise.

Examples of community investments include:

- ✓ Membership of, and subscriptions to, charitable organisations that help to deliver the community engagement strategy
- ✓ Grants, donations (cash, product, services or equipment) to community partner organisations
- ✓ Secondments to a partner community organisation and other staff involvement, such as technical and managerial assistance to a partner organisation
- ✓ Time spent supporting in-house training and placements, such as work experience
- ✓ Use of company premises and other resources for partner organisations
- ✓ Costs of supporting and promoting formal employee volunteering programmes

## 3. Commercial Initiatives

Commercial initiatives refer to business-related activities in the community to directly support the success of Siderise, promoting its corporate and brand identities and other policies, in partnership with charities and community-based organisations.

Examples of commercial initiatives include:

- ✓ The sponsorship of events, publications and activities that promote corporate brands or corporate identity
- ✓ Cause-related marketing and activities
- ✓ Support for research via university engagement
- ✓ Support for other charitable institutions


## Type of Philanthropic Contributions at Siderise

### 1. Cash Contributions

Cash contributions refer to the monetary amount paid by Siderise in support of community projects. This can include direct cash contributions and payments for materials and services. Examples of cash contributions include:

- ✓ Donations or grants
- ✓ Social sponsorship or support of cultural events or institutions
- ✓ Matched employee giving
- ✓ Employee involvement costs
- ✓ Membership and subscriptions to community-related organisations
- ✓ Cause-related marketing campaigns

### 2. Time: Employee Volunteering during paid working hours

Siderise considers employee volunteering to be a fundamental element of its corporate social responsibility approach. Time contributions for volunteering include:

- ✓ Fundraising
- ✓ Secondments
- ✓ Providing in-house training (e.g. supervising work experience placements)
- ✓ Development assignments

Employee volunteering should be undertaken during paid working hours. Time contributions for volunteering are tracked and measured by Siderise.

Volunteering activities at Siderise are focused on:

- Providing technical skills through education and training
- Raising awareness of environmental sustainability, particularly on the climate crisis and the circular economy
- Engaging in activities for the betterment of the environment

- Raising awareness on health & safety and well-being

### 3. In-Kind Giving

In-kind giving refers to contributions of products, equipment, services and other non-cash items from Siderise to the community. Examples of in-kind contributions include:

- ✓ Donations of products (such as for prizes at community events)
- ✓ Contributions of used office equipment or furniture
- ✓ Use of company premises
- ✓ Provision of free advertising space in a publication or on a website to a community organisation at no cost
- ✓ Provision of pro bono accounting or other professional services

### 4. Management Overheads

Management costs (overheads) refer to the costs associated with having in place a community affairs function.

Examples of overhead costs include:

- ✓ Running costs & overheads: phones, computer equipment, travel, business overheads
- ✓ Paying for external professional advice to better manage a programme
- ✓ Communicating the community programme to relevant audiences
- ✓ Research into issues and possible projects

## Siderise CSR Priorities, Contributed Sustainable Development Goals (SDGs) and KPIs

These are CSR priorities and goals that focus on Siderise's external impact, representing the contributions we make to society, communities, and industry beyond our own operational footprint.

### Priority 1: Climate Action & Community Resilience

- Relevant SDGs:
  - o SDG 13: Climate Action
  - o SDG 11: Sustainable Cities & Communities

- **Focus:** Support communities, industry bodies, and educational institutions to increase understanding of climate risks and solutions, while contributing to practical initiatives that help mitigate climate change.

### Example Activities & KPIs:

1. Delivering climate change awareness workshops in schools, universities, and industry forums
   - o KPIs:
     - ▪ Number of workshops delivered.
     - ▪ Number of participants reached.
2. Supporting and participating in tree planting programmes, habitat restoration, and ecosystem recovery projects

   - o KPIs:
     - ▪ Number of trees planted.
     - ▪ Area of habitat restored (m² or hectares).
3. Collaborating with local authorities to develop green spaces that improve biodiversity and community wellbeing
   - o KPIs:
     - ▪ Number of green space projects completed.
     - ▪ Total area of green space created or improved (m²).

Priority 2: Circular Economy & Material Stewardship

- Relevant SDGs:
    - SDG 12: Responsible Consumption & Production
    - SDG 4: Quality Education

- Focus: Encourage responsible material use and waste reduction beyond Siderise's operations, combining education with practical support for local waste reduction initiatives.

Example Activities & KPIs:

1. Sponsoring community recycling initiatives and awareness campaigns
    - KPIs:
        - Tonnes of waste diverted from landfill.
        - Number of community initiatives supported.
2. Supporting hands-on activities such as community repair cafés, upcycling projects, and local material reuse schemes
    - KPIs:
        - Number of repair/reuse events held.
        - Volume of materials reused or upcycled (tonnes).
3. Donating surplus materials or equipment to community projects to extend product life cycles
    - KPIs:
        - Volume of donated materials or equipment (tonnes).
        - Number of community projects benefiting from donations.

Priority 3: Fire Safety, Health & Wellbeing Outreach

- Relevant SDGs:

    - SDG 3: Good Health & Wellbeing

    - SDG 11: Sustainable Cities & Communities

Focus: Share technical expertise to protect lives, reduce fire risks, prevent pollution-related health risks, and improve community wellbeing through education, partnerships, and post-incident support.

Example Activities & KPIs:

1. Supporting post-fire community recovery initiatives
    - KPIs:
        - Number of recovery projects supported.
        - Number of people directly assisted.
2. Collaborating with emergency services on community fire safety campaigns
    - KPIs:
        - Number of joint campaigns delivered.
        - Number of households reached with safety information.
3. Running community programmes to reduce illnesses from hazardous chemicals and air, water, and soil pollution
    - KPIs:
        - Number of participants engaged in pollution prevention activities.
        - Number of community projects addressing pollution-related health risks.

Priority 4: Skills Development & Industry Innovation Support

- Relevant SDGs:

    - SDG 8: Decent Work & Economic Growth

    - SDG 9: Industry, Innovation & Infrastructure

- **Focus:** Support the development of technical skills and innovation in the construction and manufacturing sectors through training, mentoring, and collaboration.

Example Activities & KPIs:

1. Offering work experience, apprenticeships, and STEM education support
   - KPIs:
     - Number of students/apprentices engaged.
     - Hours of training or mentoring provided.
2. Providing career talks and workplace tours for schools and universities
   - KPIs:
     - Number of career talks or tours delivered.
     - Number of students participating.
3. Collaborating with universities and research bodies on innovation projects
   - KPIs:
     - Number of joint research or innovation projects initiated.
     - Number of industry-academic partnerships maintained.

## Governance

Any stakeholder can submit a proposal for a CSR project or donation. These proposals are reviewed by the ESG Manager, who checks the criteria against the CSR Policy. If suitable, they are submitted to the CSR Committee for discussion and approval. Approved projects are then managed by dedicated project teams.

## Implementation

The project team is responsible for developing, coordinating, and internal reporting on the CSR programmes. The project teams use the B4SI Framework as guidance (https://b4si.net/wp-content/uploads/2020/12/B4SI-Guidance-Manual-2020-Public.pdf).

For each programme, Siderise aims to conduct an impact assessment. The ESG Manager and the Marketing Department communicate the performance of the programmes to the relevant stakeholder groups.