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## **CSR Policy**

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Corporate Social Responsibility (CSR) at JOil is about conducting its business in a responsible way that meets the highest standards of ethics and professionalism. We strive to adopt an approach to business in an economical, social, and environmentally sustainable manner that benefits all stakeholders, customers, employees, shareholders, civil society groups, local communities, environment, and society at large. CSR is ingrained into the value system of JOil, and it carries forward a legacy in social responsibility from its shareholders. Our commitment towards CSR and its activities have continued to improve and expand over the years, thereby benefiting the environment and society. For CSR to take root and thrive, JOil realizes the need to develop necessary capabilities and culture within the organization, as integrating CSR into the scope and vision alone will not work. Continued training and education of the workforce in order to adapt and transform the thinking is a key component of a successful CSR programme. JOil is proud of its tradition of giving back to the community and nature by contributing towards improving the quality of life in the community and also caring for the environment by adopting sustainable practices. It is pleasing to observe that the spirit of caring and sharing has been imbibed in the team and has filtered down to every level of employees in the organization.

Vision: “To proactively contribute to the betterment of the social and economic aspects of the communities in which we operate and beyond, thereby building a better, environmentally sustainable way of life for all the stakeholders, local communities, and society at large”

### **Objectives of the CSR Policy:**

1. Promote environmental sustainability, ecological balance, protection of flora and fauna, conservation of natural resources, and maintaining the quality of soil and water in the region of cultivation.
2. Demonstrate commitment to the common good through responsible business practices and proper governance.
3. Engage in rural development projects.
4. Set up a system for reporting and publishing matters related to CSR activities of the company.
5. To establish a strategic mechanism to achieve maximum productivity by utilizing minimum resources.
6. Establish a process and mechanism for implementing and monitoring of CSR activities at JOil.
7. Promotion of gender equality, women empowerment, and education.
8. To support in the development of skills amongst the working population, thereby enhancing their chance of getting employed.

9. Empower and engage with the employees to create a sense of empathy amongst the employees to motivate them to give back to the society.

#### **Framework of CSR:**

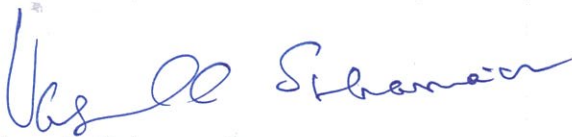
The following aspects shall be broadly considered for devising the CSR strategy of JOil in view of the Sustainable Development Goals (SDGs):

1. Environmental protection and sustainability.
2. Inclusive socio-economic growth and empowerment of communities.
3. Promoting gender equality and women empowerment.
4. Promoting education.
5. Improving the basic facilities like sanitation in the communities.
6. Uplifting the marginalized and underprivileged sections of the society.
7. Eradicating extreme hunger and poverty.
8. Developing employment opportunities and trainings.
9. Educating regarding the basic health issues in the communities like Malaria, HIV, etc.

#### **CSR Guiding Principles:**

JOil is committed to establishing practices in CSR guided by the following principles:

1. Shared responsibility: As an organization, everyone should share the responsibilities of ownership as well as its rewards.
2. Openness & Accountability: CSR policy, objectives, and performance will be communicated openly to stakeholders, shareholders, employees, and local communities.
3. Continuous improvement: As part of best practices, we will commit to targets for improvement, monitor the performance, and report our progress.
4. Statutory compliance: We will meet all relevant statutory legislation and compliances, and where none exists, we will seek to develop and implement our own appropriate methods and standards.



Vasanth Subramanian

CEO

JOil Singapore Pte Ltd.