

## **Corporate Social Responsibility Policy**

At Genesis, the way we lead, work and behave is driven by our core values. These values influence the way we meet client needs while respecting the regulatory requirements and the way we promote ethically sound practices within Genesis.

Operating in a responsible sustainable manner is important to Genesis. While we run our business in field of diverse construction industry, we also corporate responsibility as a discipline that helps us manage risks and maximize on the opportunities available to us in a revolutionary construction industry.

At Genesis, we define Corporate Social Responsibility as follows:

- Conducting business in socially responsible and ethical manner
- Protecting the environment and the safety of people
- Supporting human rights
- Engaging, learning from, respecting and supporting the communities and cultures within which we work

Genesis is committed to integrating responsible and sustainable business practices across our operations. It is our policy to act responsibly in our day-to-day relationships with our client, supplier, subcontractors, employees, and communities. Genesis is committed to being recognized as a leader in the field of Corporate Social Responsibility. Genesis leaders are to ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issue and performance relevant to our business.

This policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

### **Business Ethics**

Genesis is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operation, and to promote confidence in its governance systems.

- Genesis will conduct business in ethical manner by avoiding conflicts of interests, complying with anticorruption laws and protecting company assets.
- Genesis will conduct its business in an open, honest, and ethical manner.
- Genesis will advise its partners, subcontractors, and suppliers of its Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.
- Genesis is committed to measuring and monitoring the performance of its Corporate Social Responsibility programs.

### **Environmental Sustainability**

Protection of the environment in which we live and operate is part of Genesis values and principle. Care for the environment is one of our key responsibilities and an important part of the way in which we do business. We strive to reduce our energy use and decrease our overall environmental impact. We commit our company to:

- Seek to keep waste to a minimum and maximize the efficient use of materials and resources.
- Manage and dispose of all waste in a responsible manner.
- Efficient use of energy. Ensuring that all lights and equipment are switched off when not required including end of day checklists to ensure we are conserving energy wherever possible.
- Protect the environment by striving to prevent and minimize our contribution to pollution of land, air and water.

- Provide training for our staff so that we all work in accordance with this policy statement and within an environmentally aware culture. Participation in Energy Efficiencies Program involving through review of our energy usage and recommendations for improvement.
- Optimizing efficiency for all printing, copying, and mailing functions including printing in mono and double sided wherever possible and participating in recycling programs including paper shredding and toner cartridges.

### **Occupational Health & Safety**

Genesis is committed to protecting the health and safety of all individuals affected by our activities, including our employees, subcontractor and the public. Genesis will provide a safe and healthy working environment and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with all our peers and others to promote responsible environmental practices and continuous improvement.

- Our objective is to prevent personal injuries and damage to assets and to minimize impacts on the environment.
- The priority in terms of our responsibilities for our employees is the prevention of health and safety risks.

### **Employee Relations**

We take seriously our responsibilities to protect, support, and prepare workers for successful careers, and to support on their behalf. Our efforts are focused on providing career opportunities and resources to the global workforce and leading by example in areas such as workplace safety, health and wellness, and training and development.

- Genesis will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced.
- Genesis is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

- Genesis will build the better relationship and working environment among all staff in this company by involvement from all staff through company program.

### **Community Involvement**

- Genesis recognizes the importance of community involvement. Our business is dependent upon our communities for employees and for clients, and our communities are dependent on our business for employment opportunities and for our services. Genesis is active in community participation and supports employee participation in service activities that contribute to our communities.
- Genesis will contribute to community quality of life by supporting innovative programs in health, education, social services and the environment, as well as cultural and civic projects.

