

# CORPORATE SOCIAL RESPONSIBILITY



*A source of real competitive advantage and a framework to conduct business*

Corporate Social Responsibility (CSR) at JOil is about conducting business responsibly in a manner which causes positive impact on environment and society, while contributing economically to the shareholders. We strive to adopt a balanced approach to business that keeps in view, always the economic, social and environmental aspects in order to deliver measurable benefits to our current stakeholders, customers, employees, shareholders, communities that we work with and future generations that have a right to inherit a planet enjoying nature and resources in the manner our past generations did and we do.

CSR is beyond a set of policies or practices in JOil – it is front and center at every decision and action taken at all levels in the organization. Not surprisingly, this vein of CSR stems from our highly reputed shareholders who believe in it strongly and stay undeterred regardless of circumstances.

For CSR to take root and thrive, we realize the imperative to develop necessary structure, processes and capabilities. Repeated practice of these throughout the organization creates the awareness which culminates as a habit and becomes embedded deeply as a culture or way of doing things within the organization. We continuously train and align all employees in order to adopt and practice CSR in their day-to-day work routines.

Separately, JOil also contributes where relevant and when possible towards improving the quality of life in the community and caring for the environment by adopting sustainable practices. The spirit of caring and sharing, over time has been embedded firmly in the team and has filtered down to every level of employees in the organization.

**Vision:** CSR is core to our business strategy and way of doing things as a result of which JOil's Group strategy is highly differentiated and offers a great value proposition to each of its stakeholders while contributing positively to the environment. It is an inseparable part of our business; it is our culture".

## Objectives of the CSR Policy:

1. **Environment:** 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. **Good Governance:** Demonstrate commitment to the common good through responsible business practices and proper governance.
3. **Gender Equality:** Promote gender equality, women empowerment and education
4. **Capacity building:** Development of Skills amongst the working population thereby enhancing their chance of getting employed.
5. **Empowerment:** Empower and Engage with the employees to create a sense of empathy amongst the employees to motivate them to give it back to the society.
6. **Sustainability:** Develop a business that contributes to a bio-economy at all parts of the value chain, thereby resulting in a unique business proposition to shareholders and customers. Establish processes and mechanisms to achieve maximum productivity by utilizing minimum resources. Adoption of 3 R's (Reduce, Reuse & Recycle)
7. **Ethics and Compliance:** Establish a culture of compliance to laws and regulations
8. **Thriving communities:** Engage in rural development projects if feasible and in line with business objectives thereby providing a helping hand to community development.



## Framework of CSR:

We subscribe to UN's Sustainable Development Goals (SDG's) that under pin our CSR strategy:

1. Environmental impact 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 under privileged 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 establish practices in CSR guided by the following principles:

1. **Shared responsibility:** Businesses have responsibility towards environment and society.
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. **Regulatory compliance :** We will meet all relevant statutory legislation and compliances and where none exists will seek to develop and implement own appropriate methods and standards.
5. **Collaborations & Partnerships:** We will work with experts, NGOs, customers, competitors and other relevant stakeholders where relevant to implement CSR programs and bring about desired positive impacts, as alone we may not be able to achieve significant outcomes.

**Monitoring & Evaluation:**

1. CSR policy should be implemented ensuring that the projects /programs are duly carried out as budgeted.
2. A robust progress monitoring system for monitoring the implementation of projects/programs will be put in place , which monitors the project/program during implementation and corrective actions as may be required.
3. CSR spends should be closely monitored and funds released against verified utilizations as per approved work plans. This may include comprehensive documentation and regular interaction with implementation partners.
4. Expected outcome, inputs and outputs shall be clearly defined for each activity as per stated timelines
5. There shall be clarity about the scope and need of the programme before evaluations are undertaken
6. Clear governance structure to approve plans and programs under the CSR umbrella.
7. Independent third-party validation and certification where possible.

**Reporting:**

1. CSR activities and programs are properly recorded and documented.
2. A periodical report on CSR activities will be made available to the CEO and Board and relevant segments impacted by the programs. In due course we will share these on our website or in public domain, as approved internally.
3. As a policy of good governance, every activity undertaken under CSR will be detailed with the costs to maintain proper transparency and accountability.

## Activities of Benefit for the communities as a part of our larger CSR objectives

Smart Oil believes the development of Jatropha plantations will bring economic and social prosperity in the community through providing employment, capacity building, income enhancement, training in best agricultural practices (BAP) and sustainable agriculture (SA).

Smart Oil will also provide as and when possible, a helping hand in enhancing the school facility, drinking water facility and promote hygiene within the community. We are aware that in these areas we do not have the expertise nor unlimited resources to commit for a significant impact, however, we believe by performing these activities we alleviate the conditions of the communities where we operate.

Apart from safeguarding the environment, Smart oil also have undertaken projects to benefit the local communities and society. Some of the activities undertaken are as follows:

1. Rehabilitation of community Boreholes in Yeji
2. Construction of teachers' Housing Unit at Kadue DA School
3. Construction of teachers' Housing Unit at Ajentriwa DA School
4. Rehabilitation of Public Toilets at Kojo Boffour and Parambo # Market, Parambo #1 East Side, Yeji Kou and Sawaba Primary School.
5. Donation of 10,000 books to selected schools
6. Completion of works on a three-classroom community senior High building at Parambo #1
7. Conversion of a shed into 3 classroom block at Chokromo
8. Painting and Minor works at Methodist JHS, Yeji
9. After-school care for brilliant kids in Ajentriwa
10. Completion of the Parambo Community School
11. Construction of a three-classroom block for Chokromo DA school
12. Donation of community Garbage Bins
13. Provision of fuel for the Health Department boats to reach remote riverbanks community to provide vital care
14. Provision of Fuel to the Ghana Police Service for highway patrolling and logistics
15. Donations of Building Material to Yeji community Centre
16. Provision of Community Garbage Bins for refuse collection
17. Provision of Soccer gears to seven communities and Institutions
18. Donation of computer and Printer to Yeji Police
19. Farmer day celebration with the community.
20. Fixing and rehabilitation of boreholes at Kojo Kumar, Ajentriwa, Kojo Boffour and Kadua communities in Yeji

### Smart Oil Ltd, support to local communities



Community Garbage disposal Bins



Community leaders appreciating the work done by SOIL



School building renovation



Distribution of school books



Construction of teachers housing unit



3- classroom community senior HS



Rehabilitation of public toilets



Rehabilitation of borewell pumps

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