

**Drafted By:**

SHEQ Manager

Approved By:

Logistics Manager

Date of Approval:

29 March 2023

Date of Review:

29 March 2023

Involved Personnel:

SHEQ Manager

Logistics Manager

Melting Manager

Production Manager

Corporate Social Responsibility Policy

Operating in a responsible and sustainable manner is important to Knights Foundry. Whilst we run our business in line with the expectations of diverse stakeholders' employees, suppliers, the local community. Knights Foundry is committed to preserving our environment, we also see corporate responsibility as a discipline that helps us to manage risks and maximize on the opportunities presented to us in a changing world. We strive for:

- Reduced costs
- Increased business leads
- Increased reputation
- Increased staff morale and skills development
- Improved relationships with the local community, partners and clients
- Innovation in processes, products and services
- Managing the risks Knights Foundry faces

We take our corporate responsibility seriously as an employer, manufacturer, investor and a consumer. We are committed to understanding, monitoring and managing our social, environmental and economic impact to enable us to contribute to society's wider goal of sustainable development. We aim to demonstrate these responsibilities through our actions and within our corporate policies.

With Corporate Social Responsibility, every contribution is important and provides a number of benefits to both the community and business.

We focus our CSR activities in the following key impact areas:

Health & Safety

We shall provide, and strive to maintain, a clean, healthy and safe working environment. Providing a workplace where our employees feel safe is not only a legal obligation, but a fundamental factor in building their engagement with the company. Through management intervention, awareness campaigns and a culture that encourages employees to raise concerns about the workplace safety, we aim to reduce the frequency of accidents. Our Health & Safety Policy promotes and develops employees to ensure health and safety management is embedded into management and business processes.

Responsibility and Accountability

Our Chief Executive assumes ultimate accountability for Corporate Social Responsibility

Communication

We communicate our activities externally through our website this raises a sense of awareness in the company.

Risk

Knights Foundry is subject to a variety of risks which could have a negative impact on its performance and financial position. Management is responsible for Knights Foundry internal control and risk management and for reviewing its effectiveness.

Workplace

Our ability to deliver world-class products is dependent on a talented, engaged workforce. To this end, we are focused on making Knights Foundry a place where people feel supported, can develop their skills, and have a clear understanding of our business objectives. We are committed to ensuring that our entire business is conducted according to rigorous professional, ethical and legal standards.

Additionally, we:

- Operate an equal opportunities policy for all present and potential future employees
- Offer our employees clear and fair terms of employment and provide resources to enable their continual development
- Maintain a clear and fair employee remuneration policy.

Customers

We are in business to deliver value to our customers.

All that we do is geared to providing world class products and the best possible customer experience. We have a passion for excellence, and we take pride in our ability to solve our customers' problems, focusing on delivering innovative solutions in a timely manner. We aim for true customer satisfaction by understanding our clients' needs and building partnerships.

Suppliers

Knights Foundry has a preferential procurement policy which ensures ethical, transparent procurement from reputable trusted suppliers.

Environment

We recognize the importance of understanding the impact of our activities on the environment and we are developing an Environmental Program to demonstrate and benchmark our commitment. The Environmental Program addresses pollution control of chemicals, energy and water efficiency and waste reduction, all of which are subject to continuous review. The Program also seeks to reduce the impact of our global carbon footprint and we will achieve this by monitoring carbon emissions and reporting them on an annual basis.

Community

We at Knights Foundry donate on a monthly basis to various charity organizations and nonprofit organizations such as Blessings Social, Compass, The JHB Children's Home, Broken Hearts Foundation, ST Giles, Johannesburg Care for the Aged and Oliver's House



Documents



Revision

N/A

Rev. 02 - New look

Rev. 03 - Names changed to Job Titles