



SEA BIRD SERVICES INC. CORPORATE SOCIAL RESPONSIBILITY

Document Number
SBS/QP/MW/20231205

Issue: 00 Rev : 00

Date of Issue : Dec 2023

Page 01 of 0

Introduction

Corporate social responsibility (CSR) involves managing our business processes to produce an overall positive impact on society. It involves taking part in things that benefit society and it is vital for business success. As part of our ongoing commitment to sustainable development, we are transparent and truthful in sharing with our strategies, goals, performance, and governance with our clients.

Principles

Sea Bird Services Incorporation is dedicated to upholding the highest standards of business performance and community involvement while skilfully managing all the sides of corporate social responsibility, ensuring the safety of our workforce, establishing explicit policies and procedures. Providing our team with the proper resources and training for their ongoing advancement being the most important responsibility from Sea Bird Services towards its employees. We encourage and support our staff members to do a charitable service to assist others in need. We also encourage and train our staff to be environmentally conscious as to reduce the impact of our operations on the environment. To sum up, Sea Bird Services recognise that we must integrate our business values and operations to meet the expectations of our customers, in relation to employees, regulators, investors, suppliers, community and environment. Top Management is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance to this policy rests with all employees throughout the company.

Targets

- Improve our environmental performance through implementation of our Sustainable Development and Environmental policies.
- Achieve a high level of business performance while minimizing the risk.
- Continue to improve our health, safety, efficiency and environmental performance
- Encourage dialogue with local communities for mutual benefit.
- Register and resolve customer complaints in accordance with our standards of service.
- 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
- Provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment
- Provide, and strive to maintain, a clean, healthy and safe working environment
- Uphold the values of honesty, partnership and fairness in our relationships with stakeholders
- Clearly set out in our contracts the agreed terms, conditions and the basis of our contractual relationship.

Policy Statement

Sea Bird Services encourages their Providers and workers to adopt responsible business policies and practices for mutual benefit. The company will not knowingly create work which contains statements, suggestions or images offensive to general public decency and will give appropriate consideration to the impact of our work on the surrounding medium.

Approved and Revised By:

Mr. Ahmed M. Youssef

**Vice President
Sea Bird Services**