

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

1. Policy Statement

Papanyana Holdings believes that responsible business extends beyond commercial success. As a proudly African company operating in the **Minerals, Infrastructure, and Equipment** sectors, we are committed to making a positive and lasting contribution to the economic, social, and environmental well-being of the communities where we operate.

Our Corporate Social Responsibility (CSR) Policy reflects our commitment to ethical business practices, sustainable development, community empowerment, and environmental stewardship. We recognize that our long-term success is directly linked to the prosperity of our employees, clients, stakeholders, and surrounding communities.

2. Purpose

The purpose of this policy is to:

- Promote sustainable social and economic development.
- Improve the quality of life in local communities.
- Foster strong relationships with stakeholders.
- Support education, skills development, and employment creation.
- Protect the environment through responsible operations.
- Encourage ethical and transparent business practices.
- Contribute to national development priorities and transformation.

3. Our CSR Vision

To be a socially responsible corporate citizen that creates sustainable value for society through ethical leadership, community development, environmental protection, and inclusive economic growth.

4. Our CSR Commitments

Papanyana Holdings is committed to:

- Conducting business with integrity and transparency.
- Respecting human rights and labour standards.
- Investing in community development initiatives.
- Supporting local economic development.
- Promoting diversity, equality, and inclusion.
- Protecting the environment.
- Creating employment opportunities.
- Developing future industry professionals through education and training.
- Supporting government development initiatives.
- Building long-term partnerships with communities.

5. Community Development

Papanyana Holdings will actively support community development through:

Education

- School infrastructure development.
- Donation of educational materials.
- Student bursaries and scholarships.
- Career guidance programmes.
- Digital learning initiatives.
- School renovation projects.

Skills Development

- Apprenticeships.
- Learnerships.
- Artisan development.
- Internship programmes.
- Graduate development programmes.
- Leadership training.

Youth Development

- Youth entrepreneurship programmes.
- Technical skills training.
- Sports development.
- Leadership camps.
- Innovation competitions.

Women Empowerment

- Women-owned supplier development.
 - Leadership opportunities.
 - Skills training.
 - Financial literacy programmes.
 - Enterprise development.
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6. Local Economic Development

Papanyana Holdings is committed to stimulating local economies by:

- Procuring goods and services from local businesses where practical.
 - Supporting Small, Medium and Micro Enterprises (SMMEs).
 - Promoting local supplier development.
 - Encouraging local employment.
 - Creating sustainable business opportunities.
 - Supporting emerging entrepreneurs.
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7. Employment Equity and Transformation

The Company supports transformation by:

- Promoting equal employment opportunities.
 - Supporting Broad-Based Black Economic Empowerment (B-BBEE).
 - Eliminating discrimination.
 - Encouraging diversity and inclusion.
 - Providing equal opportunities for career advancement.
 - Developing future leaders.
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8. Health and Well-being

Papanyana Holdings is committed to improving the health and well-being of employees and communities through:

- Workplace wellness programmes.
- Health awareness campaigns.
- HIV/AIDS education and support.
- Mental health awareness.
- Occupational health services.
- Community health outreach programmes.

9. Environmental Responsibility

The Company will:

- Minimise pollution.
- Reduce carbon emissions.
- Promote recycling initiatives.
- Conserve water and energy.
- Rehabilitate mining and construction sites.
- Protect biodiversity.
- Support environmental education.

10. Employee Volunteerism

Employees are encouraged to participate in:

- Community clean-up campaigns.
 - Tree planting initiatives.
 - School mentoring programmes.
 - Charity fundraising events.
 - Skills-sharing workshops.
 - Disaster relief efforts.
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11. Ethical Business Practices

Papanyana Holdings is committed to:

- Zero tolerance for corruption and bribery.
 - Ethical procurement practices.
 - Transparent governance.
 - Responsible financial management.
 - Respect for human rights.
 - Compliance with all applicable legislation.
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12. Stakeholder Engagement

We will maintain open and transparent communication with:

- Local communities.
- Employees.
- Clients.
- Government departments.
- Traditional leaders.
- Investors.
- Suppliers.
- Industry associations.
- Non-governmental organisations (NGOs).

Stakeholder feedback will be considered in planning and implementing CSR initiatives.

13. Monitoring and Reporting

Papanyana Holdings will:

- Monitor the effectiveness of CSR programmes.
 - Measure social and environmental impacts.
 - Review CSR objectives annually.
 - Report on CSR performance to management and stakeholders.
 - Continuously improve community investment initiatives.
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14. Our CSR Objectives

Our objectives include:

- Creating sustainable employment opportunities.
 - Improving access to education and skills development.
 - Supporting local enterprise development.
 - Strengthening community infrastructure.
 - Promoting responsible environmental practices.
 - Enhancing employee well-being.
 - Building long-term community partnerships.
 - Contributing to South Africa's socio-economic development.
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15. Conclusion

Papanyana Holdings is committed to being a responsible corporate citizen. We believe that sustainable business success is achieved by balancing economic growth with social development and environmental protection. Through meaningful partnerships, ethical leadership, and investment in people and communities, we aim to create shared value and leave a positive legacy wherever we operate.

Approved By

LJ TOLO

Group Chief Executive Officer

Papanyana Holdings

Review Period: Annually

Version: 1.0

Corporate Social Responsibility Motto

"Building Communities. Empowering People. Creating Sustainable Futures."

