



# Corporate Social Responsibility Policy Statement

The Safari Group is a 100% Saudi family-owned organization which operates in a large diversity of business lines and activities such as Facility Management, Construction, Hospitality, Travel and Investment.

Safari Group has embarked on a transformation initiative to change the way that Safari conducts business across all entities in order to identify and minimize the negative impact of the company's operations and maximize the positive aspects focusing towards the market areas Safari is involved in, the communities the company is actively working in, the clients Safari business units are dealing with, Safari employees and as a priority, the environment.

This initiative will contribute to ensuring that sustainability and the principles of sustainability are considered, acted on and reflected in the manner that Safari conducts business and carries out its activities at all levels and across all business fronts ensuring that Safari play a responsible role in conserving the environment for future generations and at the same time also participating in the initiatives of the Kingdom of Saudi Arabia by becoming a socially responsible corporate leader.

## Objectives

- To be a socially responsible organization
- To Minimize/ Eliminate the environmental impacts of Safari Company operations
- To maximize employee and client satisfaction through process improvement and increased "Green" awareness in service and delivery.
- The Inclusion of local communities in Safari areas of operation.
- To enhance ethical business conduct through education, training and enhanced processes, checks and balances.
- To improve and enhance the health, safety and wellbeing of our employees across all levels and throughout the depth and breadth of Safari as an organization.

Overall, we strive to execute a business model to ensure sustainability by eliminating the negative impact that derives from our operations and to participate in the Kingdom's vision of reducing damage to the environment.

## 2030 Vision

Safari Group of Companies believe wholeheartedly in Vision 2030 goals of embedding sustainability and the environment in all activities as well as increasing time and commitment to socially relevant causes such and as localization of content and nationalization of labor.

## Sustainable Operations

Safari is an ISO 14001-2015 certified organization and has implemented measures and processes in all Safari business lines to minimize environmental impact and in order to reduce the companies carbon footprint, reducing or eliminating any identified adverse effects within the Safari field of operations and activities.

Safari embraces sustainable designs, innovation, technology and techniques to create sustainable solutions for our organization and clients.

## Employee Satisfaction

Safari recognize that the employees are at the core of the Safari business and take seriously the duties and responsibilities to protect, support, and provide workers with training, tools and equipment to enable them to do their work in a controlled safe environment and in accordance with Safari procedures and standards. Safari efforts are focused on leading by example in areas such as workplace safety, health and wellness, diversity, inclusion and training and development. Safari believes in opportunity for all and are steadfast in commitment to equal employment opportunity, the protection of human rights, and the prevention of modern-day human trafficking. Safari treats all employees with dignity and respect and diligently follows all applicable laws and legislation related to labor and human rights.

## Ethical Operations

Safari's Code of Ethics provides mechanisms to prevent dishonest or unethical conduct , and fosters a culture of honesty and accountability. Safari's business practices and procedures outline the responsibilities of the company's employees, suppliers and partners ensuring that they are aware of their obligation to conduct themselves in a moral, legal and ethical way at all times. Safari will as a minimum comply to the Saudi Labor Law that is issued under the Royal Decree no. (M/51) dated 23/ 08/ 1426 H, as amended.

## Community

Safari strives to uplift the communities that the company operates in. Community work falls under the Safari Cares™ banner. Safari Cares™ was established to execute community projects that will enhance the environment, improve individual lives and uplift communities. Community care and awareness is also integrated into each business unit and department within Safari who are charged to develop programs that uplift Saudi nationals to achieve national employment goals and Saudization. Each Safari business unit and department has an implemented training and mentoring program to achieve the Safari Corporate Social Responsibility Objectives.