



# **ASRY Corporate Social Responsibility (CSR) Policy**

**Approved by ASRY's Board of Directors  
on 23 July 2020**

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## Corporate Social Responsibility at ASRY

We define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner
- Respecting, engaging with, and supporting the communities and cultures with which we work
- Protecting health, safety, security and rights of people
- Protecting the environment

## Aim

ASRY will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with ASRY stakeholders' best interests.

ASRY is committed to being recognized as a leader in the field of Corporate Social Responsibility and recognizes that in doing so, we will add significant value for our shareholders.

All ASRY employees and contractors should adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities.

ASRY leaders will act as role models by incorporating those considerations into decision-making in all business activities. ASRY's leaders will ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our businesses.

ASRY will work with our partners, contractors, and suppliers to achieve consistency with this policy. ASRY is committed to measuring and reporting performance on its Corporate Social Responsibility programs.

**This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:**

### **Business Ethics and Transparency**

ASRY is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems. ASRY will conduct its business in an open, honest, and ethical manner. ASRY recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.



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## **Employee Relations**

ASRY will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced. ASRY will apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate. ASRY is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

## **Human Rights**

ASRY recognizes that governments have the primary responsibility to promote and protect human rights. ASRY will work with governments and agencies to support and respect human rights within our sphere of influence. ASRY will not tolerate human rights abuses, and will not engage or be complicit in any activity that solicits or encourages human rights abuse. ASRY will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.

## **Environment Health & Safety**

ASRY is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors, crew members and the public. ASRY will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. Our goal is to strive towards zero safety incidents and mitigate impacts on the environment by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement. ASRY is committed to environmental protection and stewardship. ASRY recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into our business decision-making. ASRY is committed to improve the health awareness and wellness among all employees and clients. All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

## **Community Investment**

ASRY is committed to collaborative, consultative, and partnership approaches in our community engagement programs. ASRY will contribute to our host communities' quality of life by supporting innovative programs in health, education, social services and the environment, as well as cultural and civic projects. ASRY is committed to provide employment and economic opportunities in the communities where we operate.