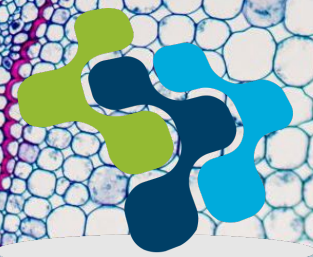


Saizen Consulting

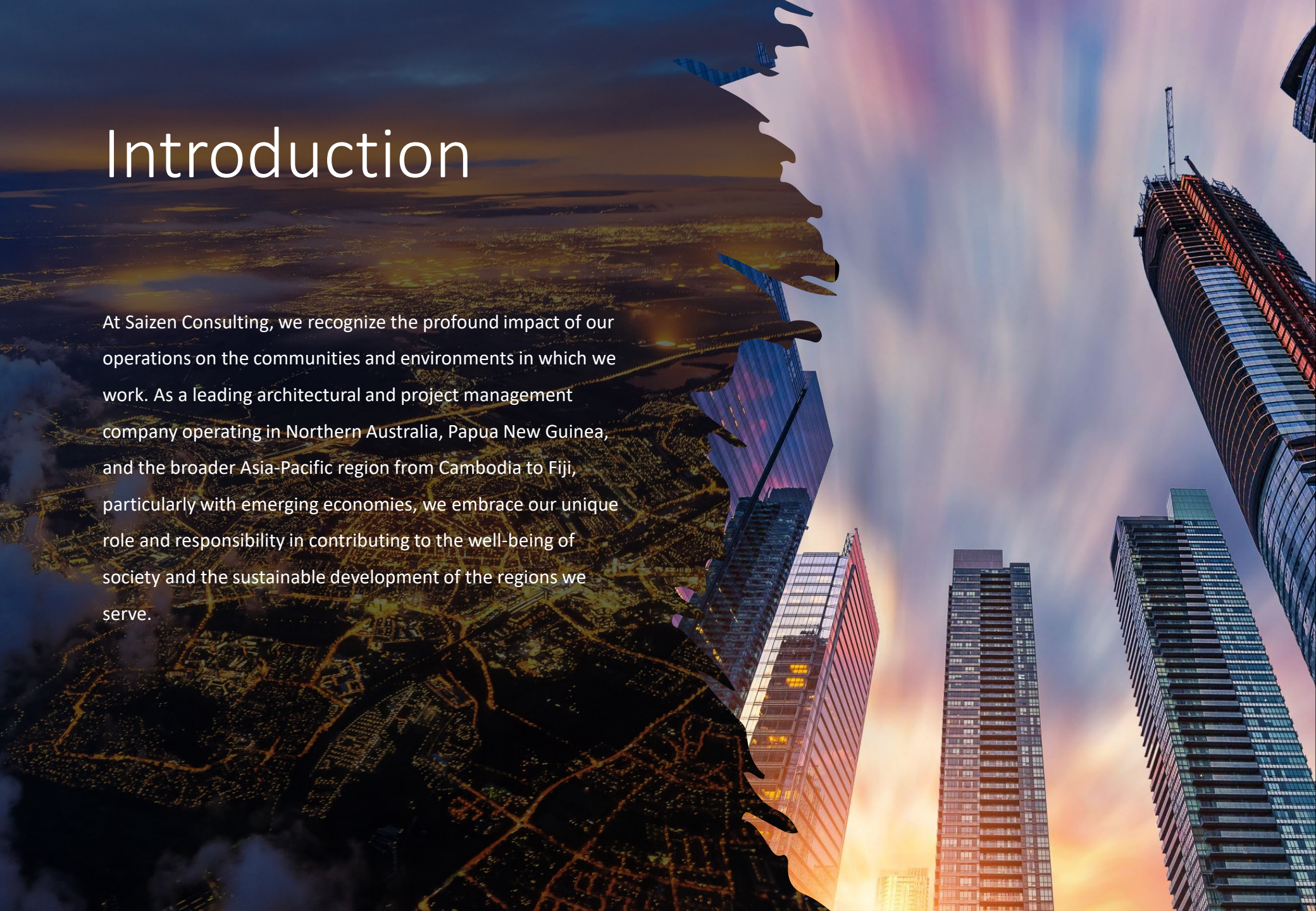
Corporate Social Responsibility (CSR) Policy



Saizen
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Introduction

At Saizen Consulting, we recognize the profound impact of our operations on the communities and environments in which we work. As a leading architectural and project management company operating in Northern Australia, Papua New Guinea, and the broader Asia-Pacific region from Cambodia to Fiji, particularly with emerging economies, we embrace our unique role and responsibility in contributing to the well-being of society and the sustainable development of the regions we serve.






Our Commitment to Corporate Social Responsibility

We are dedicated to conducting our business in a manner that not only meets our legal and regulatory obligations but also goes above and beyond to foster positive social, environmental, and economic impacts. Our CSR policy reflects our commitment to ethical and responsible business practices, with a particular focus on emerging economies where our operations are closely intertwined with local communities.





Reasons for CSR and the Social License to Operate

The following are the key reasons that align with our CSR initiatives and provide us with the social license to operate:

Community Well-being We understand that our projects and operations have the potential to influence the quality of life for people in the regions where we work. By engaging in responsible and ethical practices, we aim to improve the well-being of local communities, contributing to their social development.

Environmental Stewardship Many of the areas we operate in, including Papua New Guinea and the Pacific Islands, are ecologically sensitive. We believe in minimizing our environmental footprint and preserving local ecosystems. Our commitment to sustainable design and development helps protect these regions for current and future generations.

Ethical Business Practices Upholding the highest ethical standards is a fundamental aspect of our CSR policy. By conducting business with integrity and transparency, we build trust and credibility within the communities we serve, enhancing our social license to operate.

Long-Term Sustainability Our focus on CSR is not just a short-term endeavor. We recognize that long-term sustainability is key to our success. By addressing the social and environmental impact of our operations, we create a more stable foundation for our business in the Asia-Pacific region.

Key Areas of our CSR Policy

Community Engagement and Development

We actively engage with the local communities in which we operate. We support local initiatives, including educational programs, vocational training, and community development projects. We foster relationships with local stakeholders and support local charities to enhance community well-being.

Environmental Responsibility

We prioritize sustainable design and development to minimize our environmental impact. We promote energy-efficient solutions, green building materials, and renewable energy sources where feasible. We actively engage in conservation efforts and strive to reduce waste generation.

Diversity and Inclusion

We are committed to fostering a diverse and inclusive work environment. We ensure that our workforce reflects the communities we serve and create a culture of respect and equality.

Human Rights and Ethical Labor Practices

We strictly oppose forced labour and child labour. We adhere to all applicable labor laws and international labour standards. We respect the rights of our employees to join unions and engage in collective bargaining.

Transparency and Reporting

We commit to disclosing our CSR efforts and performance. We provide regular and transparent reports on our social, environmental, and governance activities, goals, and progress to our stakeholders, including clients, employees, investors, and the public.





Conclusion

At Saizen Consulting, Corporate Social Responsibility is not just a policy but a core value that guides our operations. We understand that our success is intrinsically linked to the well-being of the communities and environments we work in. By actively engaging in responsible and ethical practices, we not only align with the social license to operate but also contribute positively to the regions we serve, ultimately creating a more sustainable and prosperous future for all..



Approved by:

Tim Bentley

Managing Director

Saizen Consulting

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This Corporate Social Responsibility (CSR) policy outlines our commitment to ethical and responsible business practices and will serve as a guiding document for Saizen Consulting's CSR initiative.