

MEINHARDT Global CSR Policy

Definitions

1. References to “the Group”, “we” and “our” shall mean the Meinhardt Group and its individual offices.
2. References to “MiHeart program” shall mean charitable events and activities conducted by the Group and its group offices.
3. MiHeart program is spearheaded by the Global Steering Committee and CSR Project Teams.
4. The Global Steering Committee is made up of representatives from each of the company’s group offices. The committee’s responsibilities are as follows:
 - Reviewing and monitoring the group offices’ compliance with respect to the policy;
 - Making CSR-related decisions at the Group level.
5. The CSR (Corporate Social Responsibility) Project Teams are formed within each group offices, made up of staff representatives within each office. The teams’ responsibilities are as follows:
 - Planning and execution of charitable events and activities within their respective regions;
 - Promotion of charitable events and activities via communication channels including staff intranet, the Group’s website, social media channels, newsletters, NewsFlashes etc;
 - Making CSR-related decisions within the group office’s level.
6. References to “CSR Champions” shall mean members of the CSR Project Teams of the company’s group offices.

Principles

1. The Group seeks to be a good corporate citizen.
2. The aim of this policy is to set up guidelines and standards that set a common approach for the Group and provide guidance for all staff engaging in any charitable events and activities.
3. All staff must understand and adhere to the principles set out in the policy and work co-operatively to effectively implement this policy.
4. All charitable events and activities conducted by the group offices will be branded under the MiHeart program.
5. The objectives of the MiHeart program is as follows:
 - Aligning with the Group’s core values;
 - Promoting engagement between our staff and the community;
 - Supporting local community groups and charities;
 - Improving the environment in and around our operations;
 - Promoting broader opportunities for workplace learning;
 - Contributing to the development and education of young people;
 - Undertaking regular monitoring and providing reporting to staff and other stakeholders where appropriate.
6. The Group does not support any form of charitable events and activities with direct connections to religious groups and political parties.
7. Staff are welcome to pitch in ideas for charitable causes to the group offices’ CSR Champions and/or Steering Committee. Selected ideas will be supported by the Group after being reviewed by the CSR Project Team.
8. The Group is committed to protect the environment and support green causes as stipulated in our Environmental Policy.
9. This policy will be continually reviewed, amended where appropriate and monitored to improve standards, awareness and performance.



Dr Shahzad Nasim
Global CEO
Meinhardt Group

MEINHARDT ENVIRONMENTAL POLICY

Meinhardt recognises its legal and community responsibility in the prevention of pollution and other adverse impacts on the environment resulting from our day to day consulting services. To achieve these respective goals, a continuous improvement program has been implemented which is regularly monitored and audited.

With the commitment of Top Management, Meinhardt seeks to:

- Meet and exceed statutory and regulatory requirements and best-practice guidelines in environmental performance;
- Consult with employees, suppliers and the community where applicable on environmental issues;
- Implement environmental sustainable design principles; and
- Minimise any adverse impacts we have on the environment, through efficient use of resources and ongoing reductions in emissions and waste.

Our Environment objectives are:

- Encourage all levels of management and staff to adhere to and contribute ideas, in improving our current environmental practices for all the services we provide;
- Take into account environmental factors when considering our future business plans;
- Minimise waste and the consumption of energy, water and other consumables, so as to provide a cleaner environment for future generations;
- Encourage a culture of sustainability “REDUCE, REUSE , RECYLCE” in our day-to-day activities as a business;
- Undertake regular monitoring and provide reporting against these indicators to staff and other stakeholders where appropriate.

This Environmental Policy will be continually reviewed, amended where appropriate and monitored to improve standards, awareness and performance.

All management and staff must work co-operatively to effectively implement this policy.



Dr Shahzad Nasim
Global CEO
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