

Mason Owen & Lyons

Commercial Property Consultants

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MASON OWEN & LYONS

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

MOL's policy is to conduct all our business operations to best industry standards and practices. Integrity is a core element of the company's business and operational competency model. A key feature of this is that all business interactions will be discharged in a socially responsible manner. Our goal is to behave ethically and with integrity in the communities where we work directly and indirectly, and to respect cultural, national and religious diversity.

We meet our responsibilities through compliance with relevant legislation, applying appropriate national and international standards and establishing management control systems throughout MOL and via contracts with third parties.

Company personnel and Service Providers are responsible for ensuring compliance with this policy, and specifically to:

- Respect the rights of all employees, treating them fairly and without discrimination
- Commit to providing opportunities for staff development
- Provide equal employment opportunities
- Recognise individual and team contributions
- Encourage interactive team work
- Ensure compliance with MOL's EHS policy by all personnel involved in our activities
- Provide clear direction on key CSR initiatives, policies, performance data and targets
- Demonstrate an active process that underlines MOL's ethical activities
- Actively engage with fellow stakeholders in areas where we operate
- Support selected social and community development projects
- Maintain high ethical standards in all our relationships

Mason Owen & Lyons is committed to continuous improvement in all its standards and practices.