

Corporate Social Responsibility Policy

The IAM Group will continuously pursue excellence in providing services to our clients and stakeholders, such that their expectations are surpassed, and do so in a responsible and sustainable manner.

The Group believes that corporateresponsibility is a discipline that helps us manage risks and maximize on the opportunities available to us in a changing world.

We are committed to understanding, monitoring and managing our social, environmental and economic impact to enable us to contribute to society's wider goal of sustainable development.

At the IAM Group, we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner,
- Protecting the environment and the safety of people,
- Supporting human rights, and embracing diversity and inclusion,
- Engaging, learning from, respecting and supporting the communities and cultures within which we work.

This policy will also extend to any and all subcontractors to the Group.