



CAR & GENERAL (KENYA) PLC
Corporate Social Responsibility Policy

Corporate Social Responsibility:

The policy sets out how Car & General handles its responsibility towards the community, social and environment matters. Car & General is committed to delivering sustainable value to employees, suppliers and customers.

Company philosophy:

Car & General philosophy revolves around making customers smile in every street in every town. With our wide range of products, we are in every corner of the country and region, impacting significantly on peoples' lives. Corporate social investment is, needless to say, an extension of our mission to positively reach all areas we operate in, serving and improving the communities in which we live.

It is not just making ethical business decisions like observing the law, honoring internal policies, ensuring legitimate business operations and keeping open and transparent partnership open and transparent or anti-bribery and anti-corruption practices or conducting business with integrity. It also includes health and safety all employees and community, respect for human rights and supporting diversity and inclusion.

Corporate Social Responsibility Committee:

Vijay Gidoomal - Chairman

Raphael Atanda

Carol Omanjo

Approved CSR Activities:**The following activities have been approved for implementation:**

Apart from working internally where we can, we are free to partner with organizations which are keen on advancing these initiatives for the benefit of the society.

1. Promoting health, including preventive healthcare

- 1.1 Eye Care programs – With Lions Club, this is intended to reach people with eyesight problems. We recognize that eyesight is the biggest gift – Lions Club of Cargen, Lions Club of Nairobi Host and Lions First Eye Hospital work together to deliver quarterly eye clinics.
- 1.2 Blood donation – with the Kenya Blood Transfusion Services Blood donations our members of staff donate blood to help boost the country's blood bank, thus reducing loss of lives due to lack of blood during emergencies.
- 1.3 We recognize that healthy employees are good for business. C&G invests in staff wellness programs geared towards cultivation a healthy lifestyle. Gym, internal medical camps and medical talks.

2. Technical education:

To enhance collaboration between technical training and the industry – Collaboration with TVETA to promote technical education. This includes donation of training equipment, attachment and internship at our workshops, student and teacher visits for exposure and first-hand experience and training at our facilities. This is in line with linking technical education to the industry. Car & General works with overseas partners to achieve this.

3. Supporting road safety:

3.1 With St John Ambulance, NTSA and the National Boda Boda Association, we train two and three wheeler riders on road safety. This is meant to help arrest the perennial road safety issues on our roads.

3.2 Mechanics training – we have also developed a program of training jua kali (private garage mechanics) in order to give them technical skills necessary for self-employment.

4. Supporting the vulnerable in society:

Helping the marginalized and the disadvantaged groups improve livelihood opportunity, thus improving their quality of life, including donations, visits and sponsorships as appropriate.

5. Supporting environment:

5.1 Water pans – We construct water pans with other CSR partners. In the past, we have worked with Cummins Inc. and the Lions Club of Mombasa Pwani to construct pans that have helped the residents to harvest rain water for irrigation and home use

5.2 Tree planting – to help rehabilitate degraded forest land in Kenya, we partner with similar minded organizations like Kenya Forestry Services to plant trees across Kenya. We are open for

Budget for CSR:

The company shall allocate the budget for CSR activities. The minimum budget amount for a financial year shall be 2% of the average net profit of the previous year. The company may allocate more funds as it deems fit.

Identification of activities/projects:

Out of the approved CSR activities, the Committee shall decide which activity/project should be given priority for the respective financial year. The Committee shall consider

the basic needs of the community, area in which C&G operates and the place its offices are.

Implementation process:

After prioritizing the activity, the Committee shall work with local branch teams who are supposed to own and champion/ manage the project. The local team shall implement with monitoring of the central committee. It is expected to report on progress of the activity implementation.

Monitoring:

The Committee is responsible for CSR activities at C&G as per approved policy. The Committee shall place progress reports to the Board. Apart from quarterly reporting, the Committee must give a detailed report containing all implementation schedule, total budget, actual expenses, surplus arising, result achieved, further work to do, arising concerns, and recommend activities for the following year.

Raphael Ndakala Atanda

Head of Communication