Uga	**POLICY MANUAL**	**DOCUMENT NO: SUS 01**	**ISSUE DATE : 16/09/2025**
	CORPORATE SOCIAL RESPONSIBILITY POLICY		**REF NO: SUS/2025/01**
		REVISION NO: 00	**REVISION DATE: -**
PREPARED BY: Head of Sustainability & ESG	**CONFIRMED BY: QAD**	**APPROVED BY: CEO**	

At Uga we value the importance of our local communities and mitigating manageable negative impacts due to our operations. We also committed in protecting local biodiversity, environment, social aspects and culture. Supporting our sustainability objectives and mission we are committed to;

1. Sharing the importance and preservation of local traditions, culture, and history, including local customs, responsible behaviour, and respect for local societies and the environment highlighting the 3Ws (Water-Wildlife-Women).
2. Keep our guests informed about the local customs, traditions and our Corporate Social Responsibility projects and promote engaging with our efforts.
3. Giving preference where possible, to local and regional products and services as stated in our Sustainable Procurement Policy.
4. Assisting local community members to develop skills in the hospitality industry by providing on-the-job training opportunities directly with us, and accommodating internship candidates from local institutions based on the availability of positions.
5. Give preference to staff members reside within a 30-kilometer radius from the resort, enhance female staff representation a minimum of 20% and provide a minimum of 1% employment opportunity for disable people.
6. Monitoring our environmental performance while trying to mitigate any negative impact that can result due to our operations, and welcoming grievances from the local community, taking immediate action to overcome such situations.
7. Establish Uga Sustainability Fund as the financing entity of our CSR initiatives and ensuring financial stability through direct resort contributions and donations from our guests, encouraging them to participate in our CSR projects.
8. Follow United Nations Sustainability Development Goals in selecting CSR projects and partnering with likeminded groups and NGOs to launch joint projects.

This policy is communicated internally and externally via staff handbooks, noticeboards, and our website.