

Community investment policy

This policy statement supports SEA's over-arching Corporate Responsibility Policy. In fostering positive external relationships with communities and other stakeholders interested in and affected by our operations, SEA will:

- Maintain timely, constructive, and transparent ongoing engagement with all stakeholders;
- Treat neighbours with respect and understanding, acknowledging community governance, and seeking free and informed consent prior to initiating operations that have a potentially significant social impact on the local community;
- Work to achieve a net positive socio-economic impact on local communities, promoting opportunities which enhance sustainable benefit;
- Support the socio-economic sustainability and wellbeing of communities through local procurement and other engagement with local business;
- Invest in well-planned social projects that support the development priorities of our local community and seek to ensure that these are implemented in a way that leads to enduring benefit;
- Provide fair and adequate compensation for any losses for which we are liable;
- Provide local communities' access to appropriate grievance mechanisms;
- Encourage our vendors to adopt the principles of this policy.

A handwritten signature in black ink, appearing to read 'Micek'.

Martin Micek
Managing Director
SEA Enterprises a.s.