

CORPORATE SOCIAL RESPONSIBILITY POLICY

30 APRIL 2015

1.0 Overview

Since its foundation, Yakubu and Associates Chamber, has continuously strived to contribute to the sustainable development of society through consistent provision of quality services that lead the times.

Operating in a responsible and sustainable manner is important to YAC. Whilst we run our business in line with the expectations of diverse global stakeholders, we also see corporate responsibility as a discipline that helps us to manage risks and maximise on the opportunities presented to us in a changing world.

2.0 Purpose

The purpose of this policy is to establish an operating framework for our Corporate Social Responsibility engagement.

3.0 Scope

We take our corporate responsibility seriously across the industry as an employer, service provider, investor and a consumer. 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.

We aim to demonstrate these responsibilities through our actions and within our corporate policies. At YAC we define Corporate Social Responsibility as follows:

- a) Conducting business in a socially responsible and ethical manner

4.0 The Policy

We focus our Corporate Social Responsibility activities in the following key impact areas:

4.1 Workplace

I. Employees

Our ability to deliver world-class products is dependent on a talented, engaged workforce. To this end, we are focused on making YAC a place where people feel supported, can develop their skills, and have a clear understanding of our business objectives.

We are committed to ensuring that our entire business is conducted according to rigorous professional, ethical and legal standards. To support this, we have developed a Statement of Values and Business Ethics Code, which seeks to define what we stand for as an organisation, and to bring employees together under a clear common purpose. Additionally we:

- a) Respect our employees and believe that the success of our business is led by each individual's creativity and good teamwork. We stimulate personal growth for our employees.
- b) Operate an equal opportunities policy for all present and potential future employees
- c) Offer our employees clear and fair terms of employment and provide resources to enable their continual development
- d) Maintain a clear and fair employee remuneration policy and maintain forums for employee consultation and business involvement.

- e) Support equal employment opportunities, diversity and inclusion for our employees and do not discriminate against them
- f) Strive to provide fair working conditions and to maintain a safe and healthy working environment for all our employees.
- g) Respect and honor the human rights of people involved in our business and, in particular, do not use or tolerate any form of forced or child labor.
- h) Through communication and dialogue with our employees, we build and share the value "Mutual Trust and Mutual Responsibility" and work together for the success of our employees and the company. We recognize our employees' right to freely associate, or not to associate, complying with the laws of the countries in which we operate
- i) Fostering a corporate culture, and implementing policies, that promote ethical behavior

II. Health And Safety

We shall provide, and strive to maintain, a clean, healthy and safe working environment. Providing a workplace where our employees feel safe is not only a legal obligation, but a fundamental factor in building their engagement with the company. Through management intervention, awareness campaigns and a culture that encourages employees to raise concerns about the workplace safety, we aim to reduce the frequency of accidents.

III. Risk

The Firm is subject to a variety of risks which could have a negative impact on its performance and financial position. The Advisory Board is responsible for the Firm's risk management and for reviewing its effectiveness.

4.2 Market place

i. Clients

Based on our philosophy of "Client First", we develop and provide innovative, safe and outstanding high quality products and services that meet a wide variety of Clients' demands to enrich the lives of people around the world.

We will endeavour to protect the personal information of Clients and everyone else we are engaged in business with, in accordance with the letter and spirit of each country's privacy laws.

ii. Supply chains

We aim to work actively with our suppliers who commit to our values, especially in reference to fair employment and good environmental practice. We recognise the importance of the supply chain and we are committed to developing secure relationships based on mutual trust for mutual benefit. Code of Conduct provides guidelines for performance and compliance with critical Corporate Social Responsibility policies.

iii. Business Partners/Shareholders

- a) We respect our business partners such as suppliers and dealers and work with them through long-term relationships to realize mutual growth based on mutual trust.

- b) Whenever we seek a new business partner, we are open to any and all candidates, regardless of nationality or size, and evaluate them based on their overall strengths
- c) We maintain fair and free competition in accordance with the letter and spirit of each country's competition laws.
- d) We strive to enhance corporate value while achieving a stable and long-term growth for the benefit of our shareholders
- e) We provide our shareholders and investors with timely and fair disclosure on our operating results and financial condition

4.3 Global Society/Local Communities

a) Environment

We aim for growth that is in harmony with the environment by seeking to minimize the environmental impact of our business operations. We strive to develop and establish a close and cooperative relationships with a wide spectrum of individuals and organizations involved in environmental preservation.

b) Community

We implement our philosophy of "respect for people" by honoring the culture, customs, history and laws of each country

We constantly search for safer, cleaner and superior technologies that satisfy the evolving needs of society for sustainable mobility.

We do not tolerate bribery of or by any business partner, government agency or public authority and maintain honest and fair relationships with government agencies and public authorities

c) Social Contribution

Wherever we do business, we actively promote and engage, both individually and with partners, in social contribution activities that help strengthen communities and contribute to the enrichment of society

d) Responsibility and Accountability

Our Managing Counsel assumes ultimate accountability for Corporate Social Responsibility supported by the Corporate Social Responsibility Committee which is composed of Senior Counsels and the Office Supervisor