

POLICY STATEMENT

At TopTeam Resources & Recruitment Ltd, we recognize our responsibility to operate ethically, sustainably, and with consideration for the welfare of society and the environment. As a provider of temporary unskilled labor, we understand the impact our operations can have on individuals, communities, and the environment. Therefore, we are committed to upholding the highest standards of corporate social responsibility (CSR) in all aspects of our business.

OUR COMMITMENTS

- 1. Ethical Employment Practices:** We are dedicated to ensuring fair and ethical treatment of all individuals engaged in our workforce. This includes adhering to all relevant employment laws and regulations, providing safe working conditions, and promoting equal opportunities for all workers, regardless of race, gender, age, disability, sexual orientation, or religion.
- 2. Community Engagement:** We aim to be active contributors to the communities in which we operate. This includes supporting local initiatives, charities, and organizations that promote social welfare, education, and economic development.
- 3. Environmental Responsibility:** While our business primarily deals with human resources, we recognize the importance of minimizing our environmental footprint. We are committed to implementing practices that reduce waste, conserve resources, and mitigate environmental impact wherever possible.
- 4. Relations:** We expect our partners to share our commitment to CSR principles. We strive to work with partners who uphold high ethical standards, comply with relevant regulations, and demonstrate environmental responsibility in their operations.
- 5. Transparency and Accountability:** We believe in maintaining transparency and accountability in all our business practices. We will regularly review and report on our CSR initiatives, seeking feedback from stakeholders and making continuous improvements where necessary.

IMPLEMENTATION

To ensure the effective implementation of our CSR policy, TopTeam Resources & Recruitment Ltd will:

- Integrate CSR considerations into our decision-making processes and business strategies.
- Provide training for our employees to promote understanding and compliance with CSR principles.
- Regularly assess and monitor our CSR performance, identifying areas for improvement and taking appropriate corrective actions.

TopTeam Resources & Recruitment Ltd is committed to conducting its business in a socially responsible manner, guided by ethical principles and a genuine concern for the welfare of society and the environment. By upholding the values outlined in this policy, we aim to make a positive impact on the lives of our employees, the communities we serve, and the world around us.