



Corporate Social Responsibility Policy of Mayberry Investments Limited

Background

Mayberry has over the years, as a part of its corporate strategy, adopted a measure of Corporate Social Responsibility (CSR). This is in keeping with its vision to create long lasting relationships with not only its clients, but also with its employees and the communities in which it operates and our country as a whole.

The key areas of this CSR Policy emphasise the importance of achieving a balance among growth, profitability, social well-being and community development. It underwrites institutional sustainability through the productive use of resources and good governance (including anti-fraud and anti-corruption measures). It involves the financial and business sectors, government, employees and civil society working together for our common future.

1. Mayberry endeavours to conduct its business in a manner that stresses good governance, including a high level of transparency and accountability for itself and its counterparts, while recognising the need to respect confidentiality where appropriate and ensuring trust.
2. The Company is committed to the well-being and development of its employees. It strives to maintain an environment that: promotes equal opportunities for all, compensates employees based on performance, promotes and supports a balanced and healthy lifestyle for all employees, rejects discrimination on any basis, encourages community involvement of employees and fosters a healthy, safe and favourable working environment for all.
3. Mayberry aims to integrate social concerns into its business activities. This includes giving recognition and rights, interests and responsibilities to shareholders and other stakeholders in order to achieve sustainable outcomes.
4. Mayberry seeks value added through the careful selection, appraisal and monitoring and evaluation of social projects and programmes. It manages the consistency of its sponsorship and philanthropic activities, ensuring that all sponsorships/investments are sustainable while aiding social progress.

Mayberry shall continue to be mindful of its social and moral responsibilities to clients, shareholders, employees and the greater society.



Purpose of the CSR Policy

The CSR Policy functions as a self-regulating mechanism for the Company's CSR activities and enable adherence to laws, ethical standards and best practices in this regard. This Policy serves as a guide to help identify, execute and monitor projects and initiatives in keeping with the spirit of the Policy.

The Policy will apply to all projects/programmes undertaken as part of Mayberry's CSR activities. The Company will focus on all its key stakeholders: the business community, government, employees, shareholders and the larger community.

Governance

The overall governance of the CSR and approving the CSR Policy will be the responsibility of the Board of Directors. The Marketing departments and the Foundation will be responsible for administering and executing the Policy, where it applies to philanthropic initiatives. The Policy shall be reviewed periodically, and may be revised with the approval of the Board.

COMMUNITY DEVELOPMENT

Mayberry, along with its charity arm, the Mayberry Foundation (the Foundation), in their commitment to being good corporate citizens, have led, participated and have been associated with various philanthropic work, which have impacted many areas of the society. While their generosity extends to a variety of organisations and special interest groups, there are some key areas where there is targeted support.

These areas are:

- Health
- Education
- Youth and community development
- Financial literacy

Current Sponsorship Initiatives

While Mayberry supports a variety of charities and charitable initiatives, there are some in particular that have garnered a commitment of annual funding. These are:

1. The Annual Mayberry Investments Swimming Championships – **Flagship Sponsorship**
2. The Mayberry Investments Open Junior Tennis Championships
3. The Annual National Athletic Championships, in association with the Police Sports Council and the Jamaica Police Co-op Credit Union Limited.



4. Retired Nurses Association of Jamaica's Annual Christmas Luncheon

Mayberry does not contribute to:

- Groups that discriminate on any criteria
- Individuals
- Organisations of a non-charitable nature
- Political campaigns /parties or lobbying organisations
- Any initiative that is in any way associated with illegal or criminal activities

How to access funding

Numerous charities and non-profit associations currently benefit from funding from Mayberry and its foundation. In order to be considered for funding from the Company, a request must be submitted in writing to: the Office of the Executive Chairman, the Executive Vice Chairman, the CEO, other Executive Directors, the Marketing Department or the Mayberry Foundation. Each request must detail the name and contact details for the charity or organisation, a description of the purpose for the funds being sought as well as the amount being requested at least 30 days in advance of the event, or due date for the request. In principle, these details should be verified by a representative of Mayberry before a decision can be made on approving the request.

A decision on whether or not each request meets the criteria for funding is at the discretion of the offices considering the request, but the final decision lies with the Executive offices. While requests may be approved by the Marketing Department on a preliminary basis, final approval of these requests must be given in writing or signed off on by the Executive Chairman, Executive Vice Chairman or the CEO.

All requests for funding in excess of J\$30,000 must be submitted to the Office of the Executive Chairman, the Executive Vice Chairman or the CEO for approval.

Mayberry reserves the right to change or make exceptions to this Policy at any time as it deems appropriate a without prior notice. Updates to the Policy will be posted on the Company's website, www.mayberryinv.com Furthermore, Mayberry reserves the right to cancel any commitments made to an organisation if the information submitted in its request is found to be false or untrue.

Mayberry can offer funding to:

- Charitable Organisations
- Community based organisations
- Schools – Public and Private
- Non-Governmental Organisations (NGOs)
- Governments Agencies, Ministries of Government
- Churches



Requests from Staff

Members of staff may make requests on behalf of a charity they support. In this case, staff members should forward their requests to the manager of their respective departments, who can then make the request on their behalf to the Office of the CEO in collaboration with the Human Resource Department.

Dissemination of CSR Policy

The CSR Policy will be reviewed annually and placed before Mayberry's Board of Directors of for approval. Once approved, the CSR Policy shall be available on the Company's official website www.mayberryinv.com and its intranet portal.