



Ras Ghareb Wind Energy Project

Gulf of Suez, Egypt

Corporate Social Responsibility Plan



Corporate Social Responsibility is a business approach that contributes to sustainable development by delivering economic, social, and environmental benefits for all stakeholders.

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1. DEFINITIONS

Corporate Social Responsibility (CSR): A business approach that contributes to sustainable development by delivering economic, social, and environmental benefits for all stakeholders.

Stakeholder Engagement (SE): The process used by RGWE to engage relevant stakeholders to achieve desired and acceptable outcomes.

2. OBJECTIVE

The aim of this **Corporate Social Responsibility Plan** is to ensure firstly that RGWE conducts its business in a way that is lawful and ethical, and secondly that RGWE promotes a proactive approach to CSR through, for example, activities of volunteering and community support. To do so, RGWE shall take in account its social, economic, and environmental impact, and consideration of human rights. RGWE's Corporate Social Responsibility includes:

- Complying with legal requirements and promotion of business ethics
- Working in partnership with local communities
- Developing relationships with employees and customers
- Ensuring environmental protection and sustainability

3. LEGAL & CONTRACTUAL REQUIREMENTS

RGWE is committed to comply with the international legal requirements associated with the project's environmental and social impacts. The legislation pertinent to the project is the following:

- Relevant Egyptian environmental and social laws and regulations
- Equator Principles III 2013, underpinned by International Finance Corporation Performance Standards on Environmental and Social Sustainability 2012 (“IFC PSs”) and supporting World Bank Group Environmental, Health and Safety (“EHS”) Guidelines:
 - The World Bank Group General EHS Guidelines (April 2007)
 - The World Bank Group EHS Guidelines for Wind Energy (May 2015)
 - The World Bank Group EHS Guidelines for Electric Power Transmission and Distribution (April 2007)
- JBIC Guidelines for Confirmation of Environmental and Social Considerations (January 2015)
- NEXI Guidelines on Environmental and Social Considerations in Trade Insurance (January 2015)
- Key International Labor Organization (“ILO”) conventions signed and ratified by Egypt, all ILO conventions covering core labor standards and ILO conventions covering the basic terms and conditions of employment. Egypt has ratified the eight core (fundamental) ILO conventions, namely:
 - ILO Conventions 87 and 89 on freedom of association and collective bargaining
 - ILO Conventions 29 and 105 on elimination of forced and compulsory labour

- ILO Conventions 100 and 111 on elimination of discrimination in respect of employment and occupation
- ILO Conventions 138 and 182 on abolition of child labor

4. ETHICS AND VALUES

In addition to RGWE's compliance with legal requirements, RGWE is committed to further develop its Corporate Social Responsibility by complying to a thorough Ethics and Values policy

RGWE produced a Company **Ethics and Values Document** which presents RGWE's fundamental ethics principles, its code of conduct in supplier relations and finally its human rights commitments (in accordance with United Nations Guiding Principles) that shall be followed by RGWE Employees and representatives. The document also presents a section with guidelines for implementation to ensure that RGWE Ethics and Values are applied within RGWE's day to day operations and management.

Contractors rendering services to RGWE should be asked to follow comply, to the extent reasonably possible, to this Company Ethics & Values.

A complete transcription of the content of Ethics and Values, alongside a procurement policy with regards to the code of conduct in supplier relations, are published on RGWE's website.

5. STAKEHOLDER ENGAGEMENT

Stakeholder engagement is the basis for building strong, constructive, and responsive relationships that are essential for the successful management of a project's environmental and social impact.

Stakeholder Engagement is a core principle of RGWE and RGWE issued a Stakeholder Engagement Plan to ensure optimized financial, social, and environmental outcomes. The **Stakeholder Engagement Plan** takes the form of an ongoing Stakeholder Engagement process in a structurally and culturally appropriate manner with the concerned Communities and, where relevant, other Stakeholders.

6. PROACTIVENESS

Departing from its Ethics and Values policy and using the framework of the RGWE Stakeholder Engagement Plan, RGWE is committed to take a proactive part in promoting values such as those of equality, fairness, and sustainability.

In 2020, RGWE has dedicated US \$30,000 USD to cover its Corporate Social Responsibility actions. The 2021 CSR budget (\$35,000) will be dedicated the below proactive CSR activities (see Attachment 1 for the annual budget allocation).

To assess the needs of the local communities of Ras Ghareb, RGWE sent a CSR delegation to Ras Ghareb and at site in June 2018. The detailed report of the visits as well as the contacts of the concerned local Stakeholders can be found on RGWE shared OneDrive folder.

In July 2018, RGWE issued its first CSR Plan (see RGWE PROC-19 CSR Plan - 20180704 V01). The plan was based on the June assessment and considering:

- the RGWE Ethics & Values.
- The limited available budget.
- The priorities that RGWE management would like to give to Health and Education. Most of the actions contemplated under 2018 Plan were well carried out.

In March 2019, RGWE issued its second CSR Plan (see RGWE PROC-19 CSR Plan - 20190311 V02). All the activities scheduled for 2019 were performed according to the plan, except that:

- All the school repairs were concentrated on the Ras Ghareb Primary school.
- All the offered medical devices were given to the Physiotherapy center.

In 2019, Orascom Construction, was involved into our CSR activities, mainly for the completion of works started 2018. RGWE successfully involved SGRE in the Primary School renovation (approximately €25,000 EUR).

In July & August 2019, RGWE has performed a campaign of meetings with the Ras Ghareb stakeholders. The goals were:

- To monitor the actions undertaken.
- Check the effectiveness of our Stakeholders Engagement Plan.
- Collect suggestions for future CSR activities.

For 2020, RGWE pursued the following proactive CSR activities:

RGWE's shareholders - Engie, Toyota Tsusho, Eurus Energy and Orascom - share a tradition of extensive involvement in the field of Health and Education as it pertains to CSR. Therefore, RGWE decided to relate everything to our two main concerns which are Health and Education. This became even more important with the current situation regarding COVID-19 and the ongoing concern about the future of the students and their education.

For 2021, RGWE decided to pursue the following proactive CSR activities:

Continuing with the 2020 priorities, we decided to branch out further in the Health and Education fields with several activities and plans to help and support Ras Ghareb City.

6.1. Scholarships

RGWE will continue to provide for the fourth-year **scholarships** to students exiting from the

- Ras Ghareb Boys Secondary School.
- Ras Ghareb Girls Secondary School.
- Ras Ghareb Nursing School.

The total number of beneficiaries is fixed at 12 students every year.

The scholarships are intended to help students who otherwise would not be able to continue their education at university. The scholarships are granted annually (Education Year which is 10 months - from September to June next year) and paid monthly, according to the convention agreed between the Municipality schools representative and RGWE. The convention defined the processes for scholarship application, selection of candidates, annual budget allocation and monitoring of students' study results.

6.2. Schools Repairs

RGWE will perform **repair works for Ras Ghareb Schools**. The selected school(s) will be determined in coordination with the municipality authorities. We will endeavor to involve, as much as possible, SGRE and other contractors for the performance of works, beside that we will ask for the support of all the shareholders in case other urgent activities are needed. The repair works are scheduled to be completed before schools resume in September 2021.

RGWE is planning to support and take good care of the school for students with intellectual disabilities in Ras Ghareb City.

6.3. Health

Health is the second major priority of RGWE with regards to community support programs. RGWE will get the feedback regarding the required **medical equipment** for

- The Central Hospital of Ras Ghareb.
- The physiotherapy center.
- The Nursing School.
- Institutions for students and children with intellectual disabilities.

6.4. Improving Education at Nursing School

In February 2019, a session of 1-week **medical training**, with international doctors was provided to the Ras Ghareb Nursing School.

Due to COVID-19 crisis we could not provide a similar training or English training as requested in 2020.

RGWE will endeavor to promote English & Medical training in 2021 in Ras Ghareb City.

6.5. Training Sessions for the Wind Energy Class

In 2020, several meetings were held with the Chairman of the Council City and the other neighboring companies (Lekela). These meetings were held to discuss how we can support a Wind Energy class that is scheduled to begin by September 2021. We offered to provide one training session per month. Furthermore, if there is a combined contribution from Lekela and SGRE, we could benefit from inhouse Engineers who could provide the necessary training. In addition, RGWE can support as well with the training material that will be taught to the students, as well as provide the practical training in our site. Note: This has been postponed until further notice.

6.6. Literacy Classes for Women's Education

In Ras Ghareb City, adult literacy is a significant issue. Moreover, the percentage of illiteracy for women is higher than men. Therefore, we suggest organizing women's literacy classes with the goal of increasing the number of literate women which will improve their knowledge and quality of life.

6.7. Social Days

Beside our 2 main fields, we suggest giving special attention to **THE CHILD and THE WOMEN** , taking care of their psychological state and that can be in unforgettable events which are:

- The Orphan's Day, which is on the first Friday of April every year, we can arrange to have an event one day before for the orphans.
- The International Women Day, which is on the 8th of March. We can arrange for a great contribution and interaction with most of the women in Ras Ghareb city, and having meetings with them in addition to distributing some sweets appreciating their great efforts and role in the Community. The Childhood Day, which is on the 20th of November every year, this year we can arrange to have an event two days before.
- Ramadan: It is one month every year where all Muslims are fasting from sunrise to sunset, we can arrange one day to make an invitation with all the stakeholders in Ras Ghareb in one of the popular restaurants there, to improve the communication and interaction between the RGWE Team and the stakeholders in Ras Ghareb.

6.8. Environment

The natural environment, its protection and sustainable development are particularly important to RGWE as stated in the Ethics and Values. RGWE is paying close attention at site regarding waste collection, preventing oil spillage and protecting the landscape.

Another site trash cleaning campaign is proposed like the one that was done in 2020 in the internal road of the project, RGWE will endeavor to organize a **trash cleaning** at site in coordination and cooperation with Kuwait Energy and The General Egyptian Petroleum Company.

6.9. Labor conditions

RGWE ensures that its employees, contractors, and subcontractors are working in a fair environment according to international standards and norms. To this end, RGWE takes a proactive stance and conducts **labor conditions audits**. During the construction period, RGWE performed an audit and received confirmation letters from SGRE and Orascom Construction's subcontractors, that the following requirements are respected with regards to their employees:

- Provision of decent and sufficient housing.
- Minimum salary.
- Social insurance in place.
- Absence of child labor.

In 2021, the same will be requested from SGRE and other contractors working at Site.

To ensure best labor condition, RGWE decided to internalize to the maximum extent the transportation, cleaning, and security services. RGWE directly hired in total 9 persons to perform those activities. RGWE also hired the local Bedouins community to perform site security around the site (about 5 indirect jobs concerned).

RGWE has put in place hepatitis vaccination campaigns in 2018. **Medical checks** for all RGWE employees have been put in place and will be performed annually.

RGWE is concerned about the quality of the ambient air in Ras Ghareb. RGWE has undertaken an **air quality** measurement campaigns in Ras Ghareb city in 2019. No deviation to WHO standard was observed. RGWE is undertaking **air quality** measurement campaigns at site every 6 months.

6.10. Human Resources

RGWE is committed to providing its employees with learning experiences which will enhance their workplace knowledge and experience. To this end, RGWE is welcoming **interns** to give students or young managers the opportunity to become familiarized with the workplace environment. In 2019, RGWE hosted one Management Trainee, seconded from Orascom Construction. In 2020 RGWE is planning to have at least one trainee, fresh graduate from an engineering school.

Furthermore, to promote the personnel development of its employees, RGWE is committed to entitle them each year for a training through a formal **Training Plan**. Newly hired windfarm operations engineers will be provided an extensive training in wind turbine operations, electrical substation O&M and HSE.

RGWE is also committed to support charity initiatives taken by its staff.

6.11. Advanced Junior Bird Monitoring Training Program

With full coordination with the governmental environmental authorities (EEAA/RCREEE), RGWE committed to participate in the proposed Advanced Junior Bird Monitoring Training Program over 2021/2022.

the Gulf of Suez region will hold over 2000 MW collective capacity wind energy farms in the next 2-years, in which the training program will benefit investors in the region to maximize their full competency potentials.

The aim of this Advanced Junior Bird Monitoring Training Program is to provide well-trained and qualified junior bird observers (with priority to RG citizens) to be coached on post-operational activities for on-site bird monitoring and shutdown on demand activities in the upcoming bird migration seasons of spring 2021 and spring 2022.

RGWE will participate with logistics support and guaranteed security access to the RGWE wind farm.

7. MONITORING AND REPORTING PROCESS

It is essential to report and monitor all CSR related activities to ensure their smooth operation. This can be accomplished by fostering positive relationships with the community, through robust communication and cultivating the necessary feedback.

RGWE will update the annual CSR Plan with the following:

- Detailed updates on the progress of all ongoing proactive CSR activities.
- A list of all known future proactive CSR activities.
- An update of the annual budget allocation for CSR activities (*see Attachment 1 for the current budget*).
- A yearly action plan (*see Attachment 2 for the current action plan*)

CSR newsletters will be published on RGWE's website on a quarterly basis to provide the general audience with a summary of the progress of the CSR activities. This newsletter will be shared with the project sponsors and will be published on ENGIE Yammer or in ENGIE North Africa Monthly News.

RGWE will perform an annual survey to engage its stakeholders to gain feed-back on:

- Their knowledge of RGWE CSR actions.
- The effectiveness of RGWE CSR actions.
- Suggestions of further CSR actions.

RGWE will perform annually a self-assessment of its SEP and CSR activities.

ATTACHMENT 1: 2021 BUDGET ALLOCATION

NB: The below 2021 budget allocation is preliminary and should only be considered as a guideline.

2021						
Field	Beneficiaries	Actions	Total Cost	Partners Contribution	RGWE Contribution	
Education	Girls, Boys & Nursing Schools	Scholarship	\$14,522		\$14,522	11 students for 6 months , then 12 students for 4 months
	Schools		\$7,000		\$7,000	Support and contribution will be asked from SGRE , other contractors and neighbor companies like Kuwait Energy, The Petroleum Company and Lekela.
	Nursing Schools		\$5,000	\$2,000	\$3,000	Support and contribution will be asked from SGRE and Lekela.
	All Schools	English training	\$2,000		\$2,000	
Health	Hospital, physiotherapy center & Nursing Schools	Medical Equipment	\$10,000	\$5,000	\$5,000	Support might be asked from SGRE , other contractors and neighbor companies like Kuwait Energy, The Petroleum Company and Lekela.
	Institute for mentally disabled	Equipment & renovation	\$6,000	\$3,000	\$3,000	Support and contribution will be asked from SGRE , other contractors and neighbor companies like Kuwait Energy, The Petroleum Company and Lekela.
Environmental	Trash cleaning		\$1,000		\$1,000	Support and contribution will be asked from SGRE , other contractors and neighbor companies like Kuwait Energy and The Petroleum Company.
			\$45,522	\$10,000	\$35,522	
	15.7	EGP/USD				

- Communicate with the concerned Electrical Engineers to prepare the training Material for the sessions.
- Organize such training.
- Medical Equipment:
 - visit the physiotherapy center, the nursing school, and the hospital to see if previously medical equipment offered was effective and if any additional medical equipment could be provided by RGWE and/or its partners.
 - Perform the activity with the financial support and contribution of neighbor companies.
- Institutes for Children and students with intellectual disabilities:
 - Check the availability of Nurseries or institutes for intellectually disabled children in Ras Ghareb City and check their requirements and needs.
 - Perform the repair works with hired local contractors and the financial support and contribution of neighbor companies.
 - Implement the agreed actions.

- Women Education:
 - Arrange with the Social Affairs Institute and the Council City to start the Literacy Classes program for Women's education.
 - Check the Availability of teachers in Ras Ghareb City to start the program.
 - Implement the agreed actions.
- Monitoring & communication
 - Ensure quarterly meeting with RGWE Municipality regarding CSR activities.
 - Perform the survey to get stakeholders feed-back on RGWE CSR activities.
 - Publish quarterly CSR newsletters.
 - Perform the annual CSR self-assessment.
 - Arrange for an annual site visit for Ras Ghareb stakeholders.
 - Semi-Annual audit for all the places that had activities on it done by RGWE and check the performance and the effectiveness of our input in this place.
 - Implement the agreed actions.
- Trash Cleaning:
 - Check the feasibility of such action while ensuring H&S of the people involved and arrange for contribution between the neighbor companies on the site area to commute for expanding the site cleaning activity.
- Social Events & Publication:
 - Collecting Data about the places that we can perform our events in it, how many children there, what is their situation Whether they are mentally disabled or not.
 - Preparing the plan for each event.
 - Announcing to stakeholders and neighbor companies to get more strings attached.
 - Perform the events with contribution of some neighbor to share in the financial budget.
 - Implement the agreed actions.

Others:

- Further develop RGWE Training Plan.
- Monitor carefully environmental aspects at site.
- Ensure that all RGWE employees pass annual medical check-up.
- Perform the Labor Conditions audit for all major contractors & subcontractors. Obtain confirmation letters that labor conditions are fulfilled in accordance with RGWE Ethics & Values.
- Welcome and take good care of the Trainees and organize eventual Summer Internship for the engineering students from Ras Ghareb.
- See the RGWE Stakeholder Engagement Plan for SEP action and Compliance with legal requirements.