

**CARIBBEAN ASSURANCE BROKERS LTD.
CORPORATE SOCIAL RESPONSIBILITY POLICY**

1. Introduction

The Board of Caribbean Assurance Brokers, Ltd. (CAB) recognizes that promoting long-term value by embracing opportunities and effectively managing risks, is crucial to operating a successful business. The Board also appreciates that the business of CAB have both direct and indirect social and environmental implications on the community. CAB is committed to minimizing all detrimental implications through the adoption of best practices aligned with our corporate social responsibility principles and practices. The Board is committed to fostering corporate socially responsible activities in all its operations by targeting four key areas – responsible business, people, community and the environment.

Therefore, the Board, in accordance with its commitment to promoting social and environmental responsibility while safeguarding the interests of CAB’s stakeholders, hereby implements this Corporate Social Responsibility (CSR) Policy (this Policy).

2. Purpose

Through the implementation of this Policy, the Board demonstrates CAB’s commitment to remain as a socially responsible corporate citizen and expresses its intention to strive for continued development and sustainability.

3. Scope

The provisions of this Policy shall apply to all directors, officers and employees of CAB and CAB encourages all stakeholders and suppliers to act in accordance with this Policy’s provisions where it is reasonably possible to do so.

4. Definitions

In this Policy, unless the context otherwise specifies, the following definitions apply:

TERM	DEFINITION
Affiliate	Any person with a direct or indirect proprietary interest in CAB.
Corporate Social Responsibility (CSR)	CSR is defined as CAB’s commitment to recognize and manage its impact on the society, particularly the community within which it operates and to ensure that its business, and where reasonably practicable, the business of its affiliates and suppliers are being conducted in a socially and environmentally responsible manner.
Stakeholders	Individuals and groups with a legitimate interest in CAB and who are affected by its actions, whether directly or indirectly. The term “stakeholders” includes employees, shareholders, suppliers and contractors of CAB.
Sustainability	Development which meets the needs of the present without compromising the ability of future generations to meet their own needs.

5. Commitment and Approach

All directors, officers and employees of CAB will strive to adopt the CSR principles outlined in this Policy and will incorporate them into their daily activities. The Board will lead by examples and will endeavor to integrate these principles into their decision-making process. This Policy is built on principles that reflect exciting and emerging standards of CSR and sustainability, such as those stated here.

5.1 Maintaining Business Ethics and Transparency

CAB will maintain the highest standards of integrity, transparency and accountability in all its operations and will act in accordance with its Corporate Governance Policy, Whistleblowing Policy, Occupational Health and Safety Policy and all other subsequent policies so as to promote public confidence in the management of CAB. CAB will take all reasonable steps to inform all its affiliates and suppliers of the object of this Policy and will work with them to achieve full compliance with its provisions.

5.2 Developing Employee Relations

CAB will treat all employees with dignity, respect and fairness and will encourage and embrace diversity in the workplace. CAB will operate within the ambit of all labor laws and regulations and will conform to best practices within the industry.

5.3 Protecting the Environment

CAB is intent on conducting its business in accordance with all environmental laws and regulatory requirements which govern Jamaica and any other country that it may operate now or in the future. It is understood that biodiversity, resource conservation and the prevention of pollution are critical to maintaining a sustainable environment, therefore, CAB will effectively incorporate these concepts into its business operations. CAB will maintain a viable long-term balance between achieving economic growth and the preservation of the environment. All directors, officers and employees are therefore encouraged to take all reasonable steps to maintain a safe working environment and operate in an environmentally responsible manner. CAB will insist on the same standard of environmental care from all its suppliers and business associates.

5.4 Promoting Good Stakeholder Relations

CAB will maintain timely and meaningful dialog with all employees, stakeholders, customers and governmental agencies that are empowered to oversee environmental protection. CAB will continue to build strong relations with its stakeholders by providing them with a range of opportunities and mediums through which they can express their interests and concerns. All parties will be dealt with honestly and fairly and CAB will endeavor to maintain transparency and accountability in all its relations.

5.5 Promoting Corporate Sustainability

While it is recognized that corporate growth and profitability are critical to any company's survival, CAB acknowledges that encouraging sustainable development is vital to its continued success. Therefore, an approach that integrates adequate risk management practices and sustainability principles into CAB's daily operations will be adopted.

5.6 Encouraging Community Involvement

CAB is committed to improving the quality of life employed by the citizens who reside in the community within which it operates and all surrounding communities. This will be done by supporting programs and initiatives in, but not limited to health, education, environment, and culture. CAB will endeavor to provide employment and economic activities and will integrate community investment considerations into all decision-making and business practices.

5.7 Providing Value to Customers

CAB will provide excellent value in all products and services offered to its customers. This will be achieved by obtaining information relating to customer concerns and expectations and implementing practices which are aimed at resolving all reasonable concerns.

6. Reporting and Publication of This Policy

The CEO shall include a report of CAB's CSR activities in their report as part of the Annual Report. This Policy and all CSR activities of CAB must be published on CAB's website.

7. Review

This Policy shall be reviewed at least every two (2) years by the Corporate Governance Committee (CGC) or as regularly as is required, for the purpose of updating the Policy to reflect changes in best practices in the industry and to enhance its effectiveness. Any amendments to the provisions of this Policy must be submitted to the Board for consideration and approval. Any amendment or modification of this Policy shall not have retrospective effect.

Mr. Raymond Walker
Chairman

Mrs. Gail Minott
Company Secretary

CSR Policy History
First Approved: November 20, 2024