



**CORPORATE SOCIAL  
SPEND POLICY**



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WBHO Construction (Pty) Ltd has established a Corporate Social Investment Policy, so that the CSI programme is implemented according to approved guidelines. A Procedure document has been developed in conjunction with the Policy Document, so that all divisions are familiar with the required input for the successful implementation of the programme

### **BACKGROUND AND PRINCIPLES**

WBHO embraced the concept of social responsibility well before the introduction of legislated spend, and management has always viewed this assistance as a moral responsibility rather than a contractual obligation. Construction Companies are well-placed to provide assistance and upliftment to communities, in particular in remote rural areas where the Group operates. It is this principal of the private sector providing assistance in their primary area of expertise; that the Group subscribes to.

The WBHO CSI programme will focus assistance in key areas, where interventions are sustainable and measurable: and to do this effectively, it is necessary to formalize a corporate strategy. WBHO operates nationally and internationally and to do justice to all the great areas of need, it is necessary to formulate strict policy guidelines.

### **OBJECTIVES**

WBHO intends to implement Corporate Social Investment programmes that benefit our community and our Group in a measurable, tangible and transparent manner.

The CSI programme must be an extension of all the interventions already in place for WBHO in the areas of Skills development and training, HIV/Aids awareness and Employment Equity. Whilst the main beneficiaries of these programmes are our staff, it is intended that these be incorporated into our CSI programme where possible; so that the benefits of these can be passed onto and sustained by the communities where we operate.

It is also recognised that the corporate social investment in education is a platform for investing in employment equity in the Group. Maths and science interventions at school level provide a pool of bursary candidates who could form the core of future leadership with the group and for the engineering and construction industries.

### **KEY FOCUS AREAS**

In order to provide clear selection criteria for prospective projects, it is important to establish key focus areas, as follows:

1. Sustainable Projects must have the potential to be sustainable after measured interventions to avoid donor-dependency. The intention of all financial assistance is to ensure that the tools for sustainability and self-actualisation are incorporated into the programme.
2. Projects that will provide on-going employment.
3. The principal of "Less is More" – although the temptation exists to assist with as many needs as possible, the greatest success has been with a few well-managed interventions rather than a multitude of projects, and random donations

4. To provide relief, assistance and opportunity to currently disadvantaged people, and for each intervention to benefit as many underprivileged people as possible.
5. Infra-structure projects – this could incorporate the repair and improvement of buildings such as schools/clinics/crèches or the provision of services. As a construction Company WBHO will be able to incorporate mentoring and training to enable organisations to properly maintain any infra-structure project, after renovation or repairs have been completed. This will ensure the on-going sustainability of that project which will benefit the community as a whole, and provide skills development and possible future employment.

Employees are encouraged to identify opportunities for infra-structure interventions on existing projects, for example a roadworks project in a rural area incorporating storm water run-off into a small community dam.

6. Environmental projects - interventions can be incorporated into existing projects by community liaison and training and by developing awareness of issues such as erosion control.
7. Education – this has been identified as a key focus area. In order to provide sustainability, particular attention should be given to assistance in the area of maths and science in schools so that pupils can be identified for tertiary education assistance and employment with WBHO or within the engineering and construction industry.
8. Clustering – experience has shown that projects are more likely to gain momentum and on-going success if they can interface with other projects. Furthermore there is sustained benefit for the individuals involved. An example of this is the assistance at schools. Instead of upgrading facilities at junior level in one location, and a senior school at another, were these are done in the same location, then pupils can advance from one level to the next without experiencing any drop in care. Other example is inter – beneficiary assistance. For example a women’s sewing business that was given assistance to start up in business in Kwa-Zulu had the capacity and ability to sew curtains and blinds for other CSI projects in the same area.

## **IMPLEMENTATION METHODOLOGY**

Prior to each financial year, WBHO EXCO will debate and finalise the CSI budget. This is based on the total spend allocated throughout RSA, taking the legislated requirement of 1% NPAT into account. Spend on CSI is therefore dependent on the budget and although ongoing projects are given priority on funding, their budgets will be critically reviewed and adjusted up or down when necessary. Consideration is then given to the requests received during the previous financial year.

After a project has been selected for assistance, the following broad guide-lines will be used for implementation.

Briefly these will comprise of the following steps:

1. Identify a project leader, either within WBHO or a specific person who is employed to take overall responsibility for the project.
2. Identify an individual from host organization, (the host manager ) that will be responsible for interacting with WBHO for the duration of the intervention.

3. Together with the host manager, clearly identify key objectives of the interventions. These must include the implementation of steps for sustainability like training mentoring etc. Once the objectives are agreed a programme must be designed and implemented so that all objectives are measurable in terms of time and budget, with clear start and end dates.
4. A formal agreement must be signed by both parties that incorporate all the items above so that there is no misunderstanding or unrealised expectations from the beneficiary.
5. A schedule of meeting dates must be agreed, together with monthly reports detailing progress of the project in terms of execution and budget.
6. Enlist the support of all community leaders and community liaison officers to develop buy-in and support for the project from the local community. On-going sustainability can be gained with input from our Clients and all NGOs involved in similar projects. This must be actively pursued by our internal project leader during the course of the project.
7. Financial control must be kept by WBHO who are accountable to shareholders for the expenditure committed to these initiatives. The project leader must involve the host manager during the course of the project so that this person has the necessary training and experience to continue after completion.
8. All projects will be reported on at Board level. Close out reports in all areas will be done so that the experience gained in the course of each intervention is not lost to the Company.