

PHOENIX CUSTOMS SERVICES CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

At Phoenix Customs Services we have extended our commitment to society and successful community relations for a collective betterment. We accept it is our responsibility and duty to ensure we meet the expectations of our customers, employees, suppliers, the community and environment.

We recognise that our social, economic and environmental responsibilities are critical, and we aim to demonstrate our commitment through the actions reflected in our corporate policies.

We are committed to conducting our business with integrity and respect for human rights.

We will ensure that modern slavery is not taking place anywhere in our own business, or in any of our supply chains, we will promote anti-bribery and anti-corruption practices.

We are attentive of and focused on reducing the environmental impact of our operations and have an ongoing drive to save electricity and water.

We have also adopted a few moral steps to protect our planet by:

- Investing in the latest technologies to improve our power efficiency.
- Adopting processes to recycle, reduce waste and conserve energy.
- Adopting waste elimination practices which include donating old computer and IT equipment.
- Reusing and only using recycled paper.
- Adopting and operating in a paperless office environment

Phoenix Customs Services will always:

- Respect and follow the law.
- Honour our internal policies.
- Ensure that all business operations are legitimate

Phoenix Customs Services strives to be a great place to work, offering in-house training programs and training for career advancement. Our people are our strength, and we offer an open, transparent work culture with carefully crafted core values.

We continually invest in and work towards strengthening the process of talent attraction and recruitment, employee development and engagement.