



Corporate Social Responsibility (CSR) Plan 2024


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2 Definitions

Corporate Social Responsibility (CSR): An integral business approach that contributes to and upholds the principles of sustainable development by delivering economic, social, and environmental benefits for all stakeholders.

Stakeholder Engagement (SE): The process Ras Ghareb Wind Energy (RGWE) uses to engage relevant stakeholders to achieve desired, agreed, and acceptable outcomes.

3 Objective

The Plan aims to ensure that RGWE conducts its business lawfully and ethically while proactively contributing to the welfare of the local community and environment. RGWE takes pride in promoting an initiative-taking approach to corporate social responsibility (CSR) by engaging in various volunteering activities and providing community support. In doing so, RGWE recognizes the importance of assessing its social, economic, and environmental impact and upholding human rights. RGWE's commitment to CSR encompasses the following key aspects:

- Complying with legal requirements and promoting ethical business conduct.
- Working in partnership with local communities.
- Nurturing employee and customer relationships.
- Ensuring environmental protection and sustainability.

4 Legal and Contractual Requirements

RGWE is committed to complying with the international legal requirements of the project's environmental and social impacts.

RGWE is steadfast in adhering to international legal mandates of the environmental and social impacts of the project. The legislation about the project follows:

- 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 the elimination of forced and compulsory labor.
 - ❖ ILO Conventions 100 and 111 on the elimination of discrimination in respect of employment and occupation.
 - ❖ ILO Conventions 138 and 182 on the abolition of child labor.

5 Ethics and Values

In addition to RGWE's Compliance with legal requirements, RGWE is committed to further developing its Corporate Social Responsibility by complying with 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 its human rights commitments (by United Nations Guiding Principles) that RGWE employees and representatives shall follow. The document also presents a section with guidelines for implementation to ensure that RGWE applies its Ethics and Values, and they are reflected in its day-to-day operations and management practices; even contractors providing services to RGWE are expected to align with these ethical standards and adhere to our company's Ethics and values.

The Ethics and Values content and the procurement policy for supplier conduct are fully transcribed and available on the website of RGWE.

6 Stakeholder Engagement

Stakeholder engagement is the basis for building strong, constructive, and responsive relationships essential for successfully managing a project's environmental and social impact.

The corporate Social Responsibility (CSR) plan and the Stakeholder Engagement plan aim to achieve shared objectives for the company by integrating activities and principles that promote responsible social engagement and meet the needs and expectations of stakeholders. The CSR plan ensures that the company conducts its business lawfully and ethically while actively contributing to the well-being of the local community and the environment. On the other hand, the Stakeholder Engagement plan aims to build strong relationships with various stakeholders, such as employees, customers, suppliers, local communities, and investors. These plans work together to enhance interaction and effective communication with stakeholders, meet their expectations, and achieve a balance between different interests.

Stakeholder Engagement is a core principle of RGWE. RGWE issues an annual 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. RGWE places this principle at the core of its CSR strategy.

A Stakeholder Engagement Plan can be provided upon request.

7 Proactive CSR Activities And History

Departing from its Ethics and Values policy and using the RGWE Stakeholder Engagement Plan framework, RGWE is committed to proactively promoting equality, fairness, and sustainability.

RGWE is proactive in promoting equality, fairness, and sustainability. To assess the needs of the local communities of Ras Ghareb City, RGWE sent a CSR delegation to Ras Ghareb and the site in June 2018.

RGWE saved the detailed report of the visits and the contacts of the concerned local Stakeholders in the RGWE-shared OneDrive folder.

7.1 2018 - RGWE pursued the following CSR activities:

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 considered the following:

- The RGWE Ethics & Values.
- The limited available budget.
- The priorities that RGWE management would like to give are Health and Education.

7.2 2019 - RGWE pursued the following CSR activities:

In March 2019, RGWE issued its second CSR Plan (see RGWE PROC-19 CSR Plan - 20190311 V02).

RGWE performed all the activities scheduled for 2019 according to the Plan, except that:

- RGWE concentrated all the school renovations on the Ras Ghareb Elementary School.
- RGWE gave the offered medical devices to the Physiotherapy center.

In 2019, Orascom Construction participated in our CSR activities to complete works started in 2018. RGWE successfully involved SGRE in the Elementary School renovation (EUR 25,000).

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

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

7.3 2020 - RGWE pursued the following CSR activities:

RGWE's Shareholders (Engie, Toyota Tsusho, Eurus Energy, and Orascom) share a tradition of extensive involvement in Health and Education concerning CSR. Therefore, RGWE decided to relate everything to our two main concerns: Health and Education, which became even more critical with the current situation regarding COVID-19 and the ongoing concern about the student's future and education.

In March 2020, RGWE issued its third CSR Plan (see RGWE PROC-19 CSR Plan - 20200120 V03).

RGWE accomplished most of the activities scheduled for 2020 according to the Plan. In addition, while still fulfilling new requests from our stakeholders. Despite unforeseen challenges brought on by the COVID-19 crisis, we remained committed to supporting the greater good and allocating a massive portion of our budget towards the health sector to aid in combating the pandemic and ensuring the safety of individuals.

7.4 2021 - RGWE pursued the following 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. RGWE issued its fourth CSR plan (see RGWE PROC-19 CSR Plan - 20210314 V04). Giving more attraction to Health due to the COVID-19 crisis in our activities, so we decided to provide more care to the health field by:

- Supporting the hospital with extra medical equipment needed and requested. In addition to that, we decided to put into consideration women's care as women have a prominent role in facing the COVID-19 pandemic and society.
- RGWE conducted a questionnaire for Ras Ghareb women of all social groups between Women's International Day and Egyptian Women's Day.
- Set up a course called "For you Madam," containing:

- ❖ Health Awareness
- ❖ Cultural and psychological Awareness
- ❖ Teaching handmade crafts

In 2021, RGWE held several meetings with neighboring companies like Lekela. These meetings will discuss how we can support a Wind Energy training course for fresh graduates' engineers' ladies, and this course will take place from May to August 2021. There was a combined contribution from Lekela and RGWE so that the apprentices could benefit from both wind farms (The construction phase in the Lekela wind farm and the operation phase in the RGWE wind farm).

Advanced Junior Bird Monitoring Training Program, with full coordination with the governmental environmental authorities (EEAA/RCEEE), 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 two years, and the training program will benefit investors in the area to maximize their full competency potential.

RGWE is thrilled with the launch of the Advanced Junior Bird Monitoring Training Program. Our goal is to provide skilled and qualified junior bird observers, with priority given to Ras Ghareb citizens, with the necessary training to monitor birds on site effectively. Additionally, RGWE offers coaching on post-operational activities and how to shut down operations on demand during the upcoming spring 2021 and spring 2022 bird migration seasons. This program will enhance our understanding of bird migration patterns and aid in the conservation efforts of these fantastic creatures.

7.5 2022- RGWE pursued the following CSR activities:

RGWE's shareholders - Engie, Toyota Tsusho, Eurus Energy, and Orascom - share a tradition of extensive support to increase almost double the CSR budget for the aim of excessive work and activities in the fields of Health and Education as it pertains to CSR, continuing with the 2021 priorities, RGWE issued its fifth CSR plan (see RGWE PROC-19 CSR Plan - 202201 V05).

RGWE performed most of the activities scheduled for 2022 according to the Plan. In addition to the quick, unplanned activities, several governmental offices eagerly requested. There were spontaneous, incidental activities that RGWE endeavored to include and perform in the schedule, which are:

- For You Madam II, due to popular demand based on the tremendous success in 2021, it benefited Ras Ghareb women stakeholders.
- Educational booklet printing for preparatory grades (Grades 7, 8, 9).
- Planting around six hundred trees in Ras Ghareb schools.
- Contribution to an Environmental event – A bicycle Marathon in Ras Ghareb City.
- Distribution of Children's toys in two nurseries.
- Extending the scholarship as an exception in the 2022/2023 academic year for the students who have completed their three-year scholarship program to have their fourth year.
- Advanced Junior Bird Monitoring Training Program, with full coordination with the governmental environmental authorities (EEAA/RCEEE), RGWE committed to participate in the proposed Advanced Junior Bird Monitoring Training Program over 2022/2023. The Gulf of Suez region will hold over 2000 MW collective capacity wind energy farms in the next two years, and the training program will benefit investors in the area to maximize their full competency potential.

The aim of this Advanced Junior Bird Monitoring Training Program is to continue providing well-trained and qualified junior bird observers (with priority to RG citizens) with coaching on post-operational activities for on-site bird monitoring and shut down-on-demand activities in the upcoming bird migration seasons of spring 2022 and spring 2023.

7.6 2023 - RGWE will pursue the following CSR activities:

RGWE's shareholders - Engie, Toyota Tsusho, Eurus Energy, and Orascom – continue providing extensive support to increase the CSR budget for the aim of extra excessive work and activities in the fields of Health and Education again as it pertains to CSR, continuing with the 2022 priorities, RGWE issued its sixth CSR plan (see RGWE PROC-20 CSR Plan - 202301 V06).

RGWE performed most of the activities scheduled for 2022 according to the Plan. In addition to the quick, unplanned activities, several governmental offices eagerly

requested. There were spontaneous, incidental activities that RGWE endeavored to include and perform in the schedule, which are:

- Completion of the development of Abad Al-Rahman Nursery: RGWE furnished the nursery with furniture, provided children's toys, and equipped the nursery with fire safety devices.
 - Development and enhancement of Al-Shorouk Nursery's bathrooms: RGWE improved and upgraded the bathrooms of the nursery, including painting them.
 - Enhancement of Al-Mina School's bathrooms: RGWE worked on improving and renovating the school's bathrooms to enhance their quality.
 - The extension of the scholarship coverage period and the increase in the scholarship amount demonstrate RGWE'S commitment to supporting students throughout their entire academic journey while aiming to alleviate the financial burden and enhance access to quality education.
- ❖ RGWE has increased the scholarship payment by 25%, considering the current economic changes to support the scholarship students.
 - ❖ RGWE has changed the scholarship duration to four years instead of three, officially starting from the academic year 2023/2024.

Medical campaign for breast cancer screening: RGWE organized a medical campaign to conduct early breast cancer detection for women in Ras Ghareb, provide immediate treatment referrals, and follow up on their cases.

Solar energy installation for neighboring Bedouin communities: RGWE installed a solar energy system to meet the needs of the local Bedouin communities and promote environmental sustainability.

Advanced Junior Bird Monitoring Training Program, with full coordination with the governmental environmental authorities (EEAA/RCEEE), RGWE committed to participate in the proposed Advanced Junior Bird Monitoring Training Program over 2023/2024. The Gulf of Suez region will hold over 2000 MW collective capacity wind energy farms in the next two years, and the training program will benefit investors in the area to maximize their full competency potential.

The aim of this Advanced Junior Bird Monitoring Training Program is to continue providing well-trained and qualified junior bird observers (with priority to RG citizens) with coaching on post-operational activities for on-site bird monitoring and shut down-on-demand activities in the upcoming bird migration seasons of spring 2023 and spring 2024.

7.7 2024 - RGWE will pursue the following CSR activities:

RGWE's shareholders - Engie, Toyota Tsusho, Eurus Energy, and Orascom – continue to provide a dedicated CSR budget for activities in the fields of Health and Education again as it pertains to CSR, continuing with the same priorities for RGWE, giving more attraction to our areas but trying to upgrade our performance, quality of our activities, and doing more remarkable and beneficial activities that have their effect to appear on the long term. RGWE decided to give more care to the same fields with innovative ideas, several activities, and plans to help and support Ras Ghareb City.



The implementation of RGWE Company's CSR PLAN throughout the year consists of several quarters.

- 7.7.1 In the first quarter**, RGWE will prepare three locations with games, furniture, and necessary equipment. These locations include a community development nursery in the port area, an Al-Shorouk nursery, and a special needs play area that RSWE developed. Additionally, RGWE will distribute charitable boxes containing food items during the holy month of Ramadan.
- 7.7.2 In the second quarter**, RGWE will also visit secondary schools and nursing schools to announce the educational scholarship provided by the company and explain the application process before the end of the current academic year. Furthermore, a visit to the port school, which the RGWE is dedicated to developing and improving its efficiency, is planned.
- 7.7.3 In the third quarter**, RGWE will witness the initiation of renovation for the port school, aiming to enhance its capabilities and readiness to accommodate children. RGWE will organize a trash-cleaning community event to clean up the Ras Gharib Wind site and RGWE will provide on-site training programs for students and graduates under the supervision of our engineers and technicians to enhance their capabilities and skills.
- 7.7.4 In the fourth quarter**, if the budget permits, RGWE will support the healthcare sector in Ras Gharib city. The company will launch an initiative to provide prosthetic limbs for amputees, aiming to facilitate their lives and improve their quality of life. This initiative will coincide with Challenge Day, where RGWE will organize an event on this day to integrate children with special needs with other children. Sports games will be held, and gifts will be distributed to these children, to promote communication and positive interaction among them.

7.8 Scholarships

The scholarships aim to help students who cannot continue their education at university. The annually granted scholarships during the academic year, which are for 9/10 months (from September/October to June next year) and paid monthly, according to the convention agreed between the Municipality, schools' representative, and RGWE. The convention defines the processes for scholarship application, selection of candidates, annual budget allocation, and monitoring of students' study results.

RGWE will continue to provide sixth-year scholarships to students exiting from the

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

RGWE plans to make some changes to enhance its scholarship program and provide more opportunities for students. The registration process will be improved to be electronic, allowing a larger number of students to apply for the scholarship. The registration process will clearly state the eligibility criteria for application.

7.9 Schools, Nurseries, and Medical Building Repairs

RGWE will carry out the renovation work for Al Mina School in coordination with the municipal authorities. RGWE plans to complete the renovation before schools resume in September/October 2024. The Mina area is one of the remote, poorly serviced places in the city of Ras Ghareb, and it is the only school in this area.

We will endeavor for the performance of works to ask for the support of all the shareholders in case of other urgent activities.

RGWE has plans to support and take diligent care of the school for students with intellectual disabilities in Ras Ghareb City.

7.10 Healthcare

Healthcare is the second major priority of RGWE in community support programs. RGWE will get feedback regarding the required medical equipment or Health care needed for the following:

- Ras Ghareb Hospital.
- The Nursing School.
- Institutions for intellectual disabilities of students and children.
- Vital Health Units in the living areas in Ras Ghareb city.

RGWE will endeavor to ensure the construction of health units that meet the needs of stakeholders in the Ras Gharib community. RGWE aims to improve the overall treatment process for patients in Ras Ghareb while working closely with relevant departments to identify any shortages or gaps in the healthcare system. RGWE will also seek to carry out a medical campaign that covers the city's needs due to the lack of some specialties in the city, and this was demonstrated to us by the success of the early breast cancer detection convoy for women in 2023. RGWE is planning more medical campaigns in 2024.

7.11 Women's Care and Training Courses

RGWE is committed to contributing to women's care in Ras Ghareb city in cooperation with:

- Ras Ghareb Local City Council
- Ras Ghareb City Social Affairs Administration, Women Affairs Department.
- Red Sea Women National City Council.

RGWE has breathed new life into the women of the port area, as she has revitalized their project by renovating the baking room and RGWE will equip it at the Community Development Association with state-of-the-art baking tools, including ovens and baking equipment. This support aims to empower these women by providing them with a meaningful job opportunity to overcome challenging living conditions.

- Conduct workshops and lectures on maternal healthcare, proper nutrition during pregnancy and breastfeeding, and infant care. and provide psychological counseling sessions for women to address their mental and emotional challenges offer training programs to enhance mental well-being and provide tools to cope with life stressors.
- Empowering women in wind farm energy fields: Offer specialized courses and workshops to encourage women's participation and success in untraditionally such as electrical engineering.

7.12 Training Courses

RGWE will provide on-site training programs for students and graduates under the supervision of our engineers and technicians to enhance their capabilities and skills.

7.13 Social Events

- Besides our two main fields, we suggest giving special attention to The Child, Youth, and Women, taking care of their psychological state and that can be in unforgettable events which are:

- Ramadan is one month yearly when Muslims fast from sunrise to sunset, RGWE will distribute charity boxes to incapable families.
- Eid al-Adha is an Islamic festival celebrated worldwide, RGWE will be distributing meat to underprivileged families in Ras Gharib during the Eid al-Adha. This initiative aims to support the most needy families in the community and spread joy during this important celebration.
- Childhood Day is on the 20th of November every year. We will distribute some gifts and sweets to the children.
- International Day of Persons with disabilities we can arrange an event for children with disabilities to enhance communication and awareness of their rights and encourage solidarity and tolerance, we can distribute some gifts to children with special needs.

7.14 Environmental Campaigns

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

RGWE proposes a campaign to remove site trash campaign annually from the project's internal road. They aim to coordinate and cooperate with Kuwait Energy and The General Egyptian Petroleum Company to organize the cleanup.

7.15 Labor conditions

RGWE ensures that its employees, contractors, and subcontractors work 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 & operation periods, RGWE performed an audit and received confirmation letters from SGRE and Orascom Construction and their subcontractors that they are respecting the following requirements concerning their employees:

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

To ensure the best labor conditions, RGWE decided to internalize the entity services such as transportation, cleaning, and security to the maximum extent. RGWE directly hired a total of eleven persons to perform those activities. RGWE also engaged the local Bedouin community to perform site security around the site, and they are already living in the wind farm area (about six indirect jobs concerned).

RGWE put in place hepatitis vaccination campaigns in 2018. Furthermore, RGWE performed annual medical checks for all RGWE employees.

7.16 Training Plan & Internships

RGWE prioritizes the growth and development of our employees. We believe in providing learning experiences that enhance their knowledge and skills in the workplace. To achieve this, we welcome interns interested in familiarizing themselves with the work environment. Recently, we hosted a Management Trainee, seconded by Orascom Construction, and a fresh graduate from an engineering school. We also conducted training sessions twice for security guards and HSE trainees with the help of Ras Ghareb stakeholders. We are thrilled to welcome more trainees who are eager to prepare

themselves for the renewable energy labor market. Furthermore, RGWE is committed to entitling them each year to training through a formal Training Plan to promote the personal development of its employees. RGWE will provide the wind farm operation engineers with extensive training in wind turbine operations, electrical substation O&M, and HSE, and what is essential and needed for them.

7.17 Advanced Junior Bird Monitoring Training Program

With full coordination with the governmental environmental authorities Egyptian Environmental Affairs Agency and The Regional Center for Renewable Energy and Energy Efficiency (EEAA/RCREEE), RGWE committed to participate in the proposed Advanced Junior Bird Monitoring Training Program over 2024/2025.

The Gulf of Suez region will hold over 2000 MW collective capacity wind energy farms in the coming years, and the training program will benefit investors in the area to maximize their full competency potential.

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) with coaching on post-operational activities for on-site bird monitoring and shut down-on-demand activities in the upcoming bird migration seasons of spring 2024 and spring 2025 as Egypt is at the forefront of efforts to address climate change, as it is one of the region's most affected. Although its emissions are low, it is vulnerable to adverse effects on sectors such as coasts, agriculture, water resources, health, population, and infrastructure. This adds to the challenges faced in pursuing sustainable development goals by 2030, which include an integrated and sustainable environmental system to enhance resilience and risk management. And as evidence of this success, there is a pioneering model for integrating environmental programs that preserve migratory soaring birds. Egypt is located along one of the world's most essential migration paths for flying birds. The wind turbines are an example of protecting these birds in the development sectors, especially the energy sectors. The training helps to identify the best mitigation measures to minimize adverse impacts. Using pre-construction monitoring information is crucial in deciding on operational curtailment mitigation measures, such as fixed or on-demand shutdowns based on the Bird Migration Protocol and Executive Framework for Wind Energy Developments in the Gulf of Suez.

RGWE decided to contribute 9,000 USD in 2024 for the mentioned training programs as these training programs are being held with the aim of:

- Implementation of integrated training programs in bird observation and shutdown on-demand programs in wind power plants
- Contribute to meeting the increasing demand for qualified Egyptian cadres in this field.
- Maintaining the distinguished level achieved by the Egyptian state regionally and globally through the effective management program for wind turbines through the National Team in managing the Migratory Birds conservation programs, namely bird monitoring programs, shutdown on-demand program, and the fatality monitoring program for searching for dead birds by national and international standards in wind energy projects.

7.18 Monitoring And Reporting Process

Regular reporting and monitoring of all CSR-related activities is essential to ensure transparency and accountability. RGWE accomplished that by:

- Fostering positive relationships with the Community through robust communication and cultivating the necessary feedback.
- Regular stakeholder engagement survey.
- Quarterly CSR newsletters to communicate the summary of the progress and updates to the general audience.
- Annual self-assessment of RGWE SEP and CSR activities.
- Site visits and audits.

RGWE updates 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.

RGWE remains committed to constant improvement and adaptation based on feedback and evaluation. To do so, RGWE performs an annual survey to engage its stakeholders to gain monitoring and feedback report on the:

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