

Policy Brief & Purpose

JMMB GROUP/ JMMB JOAN DUNCAN FOUNDATION CORPORATE SOCIAL RESPONSIBILITY (CSR)

Driven by:
Corporate Ethics & Leadership
Standards & Values

A Corporate Social Responsibility (CSR) programme:

- Should be focused
- Aligned with the Company's core vision and values
- Underpinned by Company's principles and ethics

What is Corporate Social Responsibility?

Definition:

Corporate Social Responsibility (CSR) is about how companies manage their business processes to produce an overall positive impact on society inclusive of the environment

The JMMB Group CSR policy outlines our efforts to give back to the world as it gives to us.

The JMMB Corporate Social Responsibility (CSR) company policy is guide by:

- The Vision of Love which is the guiding principle of how JMMB operates.
- The Code of Ethics

Vision of Love

"... The driving force of the organization is to provide opportunities for team players to expand their potential, to recognize the power within and their ability to fully express and manifest this power to the benefit of the individual, the organization and the society in the process. In the process, all individual and organizational goals are achieved..."

The JMMB Group is committed to life in all its abundance. Accordingly, team players recognize the links between the organization and the wider society and the inter-relatedness of all life. In keeping with this, we are committed to being actively concerned with the conservation, preservation and sustenance of the natural environment in order to ensure sustainable development."

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Scope

This policy applies to the JMMB Group and its subsidiaries. It may also refer to suppliers and partners.

Directors: Mrs. Patricia Sutherland - *Chairman* • Mrs. Audrey Deer-Williams • Hon. Burchell Whiteman • Mr. David Duncan • Mrs. Donna Duncan-Scott
Ms. Vintoria Bernard • Mr. Douglas Lindo • Mr. James Moss Solomon • Mrs. Judene Duncan • Mr. Marc Harrison • Ms. Patria Kaye Aarons
Mrs. Claudine Campbell-Bryan - *Company Secretary*

JMMB Joan Duncan Foundation is a registered charitable organization

Policy elements

JMMB is a responsible business that meets the highest standards of ethics and professionalism.

National Development

JMMB recognizes the link between social, economic and national development and whilst generating profit(s) for its shareholders.

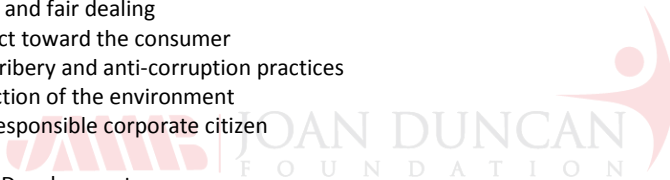
JMMB Group will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent
- Uphold the strictest business ethics

JMMB Group will always conduct business with integrity and respect to human rights.

JMMB Group will promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices
- Protection of the environment
- Be a responsible corporate citizen



Team Member Development

JMMB is committed to contributing to the holistic development of team members:

- Spiritually / Emotionally
- Physically (e.g. provision of a gym)
- Education (e.g. encouraging continuing education)
- Family (e.g. provision of a nursery for the children of team members)

Protecting People

JMMB will ensure that we:

- Do not risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

Human Rights

JMMB Group is committed to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We will ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labor).

Protecting the Environment

JMMB recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We will always follow best practices when disposing garbage and using chemical substances. Stewardship will also play an important role. Apart from legal obligations, our company will proactively protect the environment.

Examples of relevant activities include:

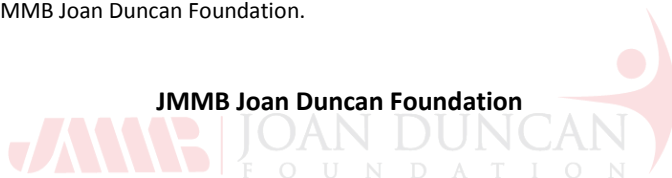
- Recycling
- Conserving energy
- Organizing reforestation excursions
- Using environmentally-friendly technologies

Volunteering

JMMB Group will encourage its team members to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations.

Donations and Aid

JMMB Group will implement the company's CSR programme through the philanthropic arm of the company, the JMMB Joan Duncan Foundation.



JMMB Joan Duncan Foundation

VISION

"The positive transformation of lives and nations to support the creation of oneness and the realization of greatness"

MISSION

"To develop, steward and support transformational initiatives in education and entrepreneurship"

OBJECTIVES

1. Creating Oneness at the community level through the Branches and team members
2. Impacting in Education at a National Level
3. Impacting the Entrepreneurial landscape at the micro level
4. Exposing all person who lives we touch to Transformational Training

Transformational Training Workshops

These workshops are targeted at improving participants' performance, and deal with aspects of personal growth and how best to reach one's full potential.

Prepared by:

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Updated 18th April 2019

