

Corporate Social Responsibility Report 2023

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Corporate Social Responsibility at 3C Metal

3C Metal is committed to giving back to the communities in which we live and work. We are involved in a number of projects in different countries, where we engage and encourage our employees to make a difference to those in need, the local community, the environment and society in general.



Corporate Social Responsibility Report 2023

In 2020, an objective was set to increase corporate social responsibility across 3C Metal Group. A key person was nominated for each entity to drive sustainability and community involvement initiatives.

Below is a summary of the activities carried out at Group level and by individual entities in 2023.



2023 CSR CAMPAIGNS AND INITIATIVES

Entity	Charity / Cause	Beneficiary Country	Description	Website	Dates:	Activities Carried Out	More information on page:	Fundraising Total (If applicable)
Group-wide	The Promiseland Trust	Namibia	The Promiseland Trust assists children from local underprivileged communities in Walvis Bay with the provision of education, food and emotional support.	https://www.promiseland.com.na/	01.02.2023 - ongoing	Donation from Group plus Group-wide book and stationary collection in September.	Page 12-14: "3C Metal forms partnership with Namibian not-for-profit organization, the promiseland trust, to help children from underprivileged communities"; "3C Metal Group Donates €20,000 to charity partner, The Promiseland Trust"; Group-wide charity book collection to support underprivileged children in Namibia"	€20,000 (\$USD 21,765)
3C Metal France	Lilou Bel'ange Association	France	The team raced to raise funds for Lilou Bel'ange Association. The association is dedicated to the care of a young local girl with a genetic disorder called Angelman syndrome which causes physical and developmental problems.	https://fr-fr.facebook.com/lilou.belange/	07.10.2023-08.10.2023	3C Metal took part in the annual two-day relay race, Tour Pédestre du Béarn (the Tour of Béarn foot race) in France. The team raced to raise funds for Lilou Bel'ange Association. 3C Metal dedicated 1000 Euros to the cause which will go towards the construction of a children's playground designed for children living with disabilities.	Page 15: "3C Metal France enters team in the Tour Pédestre du Béarn Relay Race to raise funds for charity"	€1000 (\$USD 1,090)
3C Metal Middle East	Sahim Initiative	Syria	"Sahim Initiative" is brought up by Human Aid And Development NGO "HAND Organization" working on help the displaced Syrians inside/Outside of Syria; by sending relief shipment that contain Aids, Clothes, Food, Medical items, and Toys.	https://www.linkedin.com/company/sahimini-tiative/about/	09.02.2023-13.02.2023	Following the devastation caused by the February earthquake that impacted Turkey and Syria, 3C Metal's Dubai office decided to support a local organization that was accepting inkind donations to help the victims.	Page 16: "Goods donated for Syrian earthquake relief"	In-kind donations
3C Metal Belmet South Africa/ 3C Metal Middle East	N/A	South Africa/ UAE	3C Metal's South African entity, 3C Metal Belmet, recently installed a 360-kilowatt rooftop solar power system at its office and workshop in Bellville, Cape Town. 3C Metal Middle East will also install a rooftop solar power system at the office in Dubai in 2024.	N/A	Ongoing	3C Metal is committed to improving the environmental efficiency of our workplaces by increasing the use of renewable energy. 3C Metal is looking into installing similar systems at more of its entities across the globe. This is just one of the ways in which 3C Metal is striving to make its workplaces greener.	Page 17: "Rooftop Solar Power Systems for 3C Metal Belmet South Africa and 3C Metal Middle East in the UAE"	N/A

Entity	Charity / Cause	Beneficiary Country	Description	Website	Dates:	Activities Carried Out	More information on page:	Fundraising Total (If applicable)
3C Metal France	National Safety Day in France	France	National Safety Day is celebrated every year to highlight safety measures and ensure that people are aware of them and follow them in order to avoid workplace accidents.	N/A	28.04.2023	To mark national Safety Day in France, our team in Sauvelade came together to take part in some safety workshops hosted by safety consultancy, PAC Sécurité. Two training consultants presented three workshops at 3C Metal's workshop and office in Sauvelade.	Page 17: "Safety Day in France"	N/A
3C Metal France	Water resources / Climate changes	France	Since 2009, the Water Family has been developing educational content for schools and businesses in order to educate the community about how to protect water and health by promoting good practices.	https://waterfamily.org/	16.10.2023	In October 2023, 3C Metal's team in France took part in a workshop hosted by Water Family Du Flocon à la Vague Association (L'association Water Family Du Flocon à la Vague).	Page 18: "France team take part in water conservation workshop"	N/A
3C Metal France	L'Etablissement français du sang(EFS) (the French Blood Establishment)	France	L'Etablissement Français du Sang (EFS) (the French Blood Establishment) is the only civil operator of blood transfusions in France ensuring the country to be self-sufficient by fulfilling a public health mission. The EFS has 128 collection sites and organizes more than 40,000 mobile blood collections a year.	https://dondesang.efs.sante.fr/	31/01/2023	Blood donation - several employees of 3C Metal France volunteered to give blood to the EFS.	Page 18: "Blood Drive for 3C Metal France"	N/A
3C Metal France	AGEFIPH Three-week challenge for disability awareness	France	AGEFIPH's (French Association for the Management of the Fund for the Professional Integration of Disabled People) mission is to promote the professional integration and continued employment of disabled people in private companies and in ordinary working environments.	https://www.activchallenge.fr/	05.06.2023-23.06.2023	Throughout June, the 3C Metal France team participated in the three-week Active Challenge organized by AGEFIPH. The challenge aimed to raise awareness about disabilities.	Page 18: "3C Metal France Blood Drive"	N/A
3C Metal France	ESAT SAINT PEE	France	Institution that provides opportunities for people with disabilities to develop their knowledge and skills in a working environment.	https://www.adapei64.fr/site/adapei/les-etablissements-et-services/travail/esat-st-pee/	Ongoing Partnership	Offices housekeeping at 3C Metal France is now partially subcontracted to ESAT SAINT PEE.	Page 18: "France Team Forms Partnerships with two "ESAT" Organizations to Support People with Disabilities"	N/A
3C Metal France	ESAT COLO-COUSTAU	France	Institution that provides opportunities for people with disabilities to develop their knowledge and skills in a working environment.	https://www.adapei64.fr/site/adapei/les-etablissements-et-services/travail/esat-colo-coustau/	Ongoing Partnership	3C Metal France's freight woodboxes and packing are now ordered through ESAT COLO COUSTAU.	Page 18: "France Team Forms Partnerships with two "ESAT" Organizations to Support People with Disabilities"	N/A
3C Metal Group	N/A (internal sustainability initiative)	Global	3C Metal has been working to adapt its services to the global energy transition. As well as supporting clients' ambitions to reduce their carbon emissions, 3C Metal has been looking into its own activities and services.	N/A	Ongoing	3C Metal elected to create a document to outline its commitment and objectives to help fight climate change and achieve a clean energy future. This document was named "Our Sustainability Pledge".	Page 19: "3C Metal Group Launches "Our Sustainability Pledge""	N/A
Group-wide	Breast Cancer Awareness Month 2023	Global	Throughout October, 3C Metal participated in Breast Cancer Awareness Month. Several entities from across 3C Metal Group got behind the campaign to raise funds for local breast cancer charities and also raise awareness about breast cancer. 3C Metal Middle East took part in Ignite's Pink Is Punk sporting events where proceeds went to the Al Jalila Foundation's Breast Cancer division.	https://ignite.ae/ignite-pink-is-punk/	01.10.2022-31.10.2022	Our teams hosted and took part in a range of activities including: <ul style="list-style-type: none"> • "wear-pink-to-work" days, • fitness challenges, • charity yoga, • charity stand-up paddle boarding 	Page 20: "Thinking Pink for Breast Cancer Awareness"	With the help of 3C Metal, Ignite raised 65,000 dirhams (\$USD17,700) for the Al Jalila Foundation.
3C Metal USA	Toys for Tots	USA	The Marine Toys for Tots foundation, is a not-for-profit public charity that was created at the request of the U. S. Marine Corps in 1991. The foundation is governed by a board of directors, all of whom are veteran marines. The Marine Toys for Tots program collects new unwrapped gifts and distributes them to less fortunate children and teenagers at Christmas.	https://www.toysfortots.org/	01.12.2022-24.12.2022	In the lead up to Christmas, 3C Metal's USA team collected gifts to help bring the joy of Christmas to America's less fortunate children and teenagers.	Page 21: "3C Metal USA team donate Christmas gifts to the Marine Corps Toys for Tots program"	N/A

Entity	Charity / Cause	Beneficiary Country	Description	Website	Dates:	Activities Carried Out	More information on page:	Fundraising Total (If applicable)
3C Metal USA	Houston Rodeo Run	USA	Proceeds from Rodeo Run benefit the Houston Livestock Show and Rodeo. The run precedes the Downtown Rodeo Parade and kicks off with the wheelchair race, followed by the 5K and 10K Corral A, 10K timed and 5K timed events.	https://www.rodeohouston.com/rodeo-run/		On Saturday 25 February 2023, several of 3C Metal USA's employees took part in the 5km race of the Houston Rodeo Run. Proceeds from the annual event benefit the Houston Livestock Show and Rodeo.	Page 21: "Employees from 3C Metal USA tke part 5km race to benefit Houston Livestock Show and Rodeo"	N/A
3C Metal Middle East	Movember	UAE	Movember is a global movement that places the spotlight on important men's health issues such as prostate cancer, testicular cancer and suicide prevention. "Shanab" – an initiative of Friends of Cancer Patients dedicated to supporting patients facing prostate and testicular cancer. Throughout the campaign, mental health and wellbeing services were also promoted.	https://www.focp.ae/our-programs/mens-health	01.11.2021 - 30.11.2021	As well as the moustache growing, some staff got involved in the campaign in the following ways: pledging to run 60 kilometers throughout November for the 60 men who lose their lives to suicide each hour; taking part in the 10km Tough Mudder obstacle course; running in Dubai Harbour 5km and 10km races; and taking part in the office bake day and staff barbeque.	Page 22: "3C Metal gets "Mo"-tivated" for Men's Health"	4,830 AED (\$USD 1,300)
3C Metal Belmet - South Africa	3C Metal in-house training	South Africa	In 2023, 3C Metal Belmet relaunched its Basic Fabrication Skills training program at its Port Nolloth branch in northwest South Africa.	N/A	05.2023-12.2023	At the start of the program, participants undergo a prerequisite module to learn how to safely operate an angle grinder. They then progress to the seven modules of the Basic Fabrication Skills program. The program is accredited with merSETA (a governing body in South Africa). The current participants include five temporary employees from De Beers Group Services and seven jobseekers from the local community.	Page 23: "3C Metal Belmet relaunches training at Port Nolloth facility"	N/A
3C Metal Middle East	Emirates Red Crescent	UAE	Emirates Red Crescent held an appeal for in-kind donations for an urgent humanitarian crisis in the Middle East.	https://www.emiratesrc.ae/	06.11.2023-07.11.2023	Several large hampers containing aid such as blankets, winter clothes, non-perishable food, sanitary supplies and medical supplies were donated by employees to Emirates Red Crescent's warehouse in Dubai.	Page 23: "3C Metal makes in-kind donation to an Emirates Red Crescent Humanitarian Appeal"	In-kind donations
3C Metal Belmet - South Africa	Annual Charity Auction Event	South Africa	3C Metal Belmet's Annual Charity Auction raises funds for local charities and community initiatives - particular ones that focus on children and music and sports for children.	N/A	15.10.2022	On Saturday 4 November, 3C Metal Belmet hosted its 12th annual charity auction in Cape Town, South Africa, and raised a record-breaking amount of R561,750 (\$US30,548) for local charities and community projects. The funds will be allocated in 2024.	Page 24: "Record-breaking amount raised at 3C Metal Belmet's Annual Charity Auction"	R561,750 (\$US30,548)

3C Metal Belmet Charity Auction Beneficiaries

Following the 2022 3C Metal Belmet Charity Auction, throughout 2023 the funds were allocated to the various community projects in South Africa listed below:

Entity	Charity / Cause	Beneficiary Country	Description	Website	Dates:	Activities Carried Out	More information on page:	Fundraising Total (If applicable)
3C Metal Belmet - South Africa	Overberg Tehuis elderly care facility	South Africa	Elderly care facility in Cape Town.	https://overbergtehuis.co.za/	Various dates in 2023	3C Metal Belmet made a large donation of the solar panels to Overberg Tehuis elderly care facility and arrange for Forest Energy Solutions to carry out the installation.	Page 25: "3C Metal Belmet donate solar panels for elderly care facility"	R 6,970 (\$US367)
	Elsies River United A.F.C.in Cape Town		Elsies River Football Club	N/A		3C Metal Belmet donated balls, bibs and whistles to Elsie River United A.F.C.in Cape Town	Page 25: "3C Metal Belmet donates to Elsie River Football Club"	R 6,970 (\$US367)
	Sentinel Ocean Alliance		Sentinel Ocean Alliance creates ocean-based opportunities and provides environmental education for the youth of South Africa's coastal communities.	https://sentineloceanalliance.org/		3C Metal Belmet assisted by fixing containers and providing a new coffee container.	Page 26-27: "3C Metal Belmet completes community project for Sentinel Ocean Alliance"	R 300,000.00 - Ongoing (\$US17,611)
	Anne Pienaar Memorial Primary School		Anne Pienaar Memorial Primary School is a rural school in the Paardeberg district in the Western Cape of South Africa. It is located approximately 70 kilometers from 3C Metal Belmet's location in Cape Town.	https://annepienaar.wordpress.com/		3C Metal Belmet donated 77 pairs of school shoes and 96 raincoats for the children at the Anne Pienaar Memorial Primary School in South Africa.	Page 28: "3C Metal Belmet donates shoes and raincoats to South African Primary School Students"	R 25,818 (\$US1360)
	Pieter Adonis community support project		Community initiative by 3C Metal Belmet employee, Pieter Adonis.	N/A		3C Metal Belmet donated community food parcels.	Page 29: "Food parcels for community support project"	R 10,358.21 (\$US547)
	School fees		School fees for gifted child in Northern Cape.	N/A		School fees covered by 3C Metal Belmet.	Page 29: "School fees paid for a gifted student in Northern Cape"	R 25,200 (\$US1327)
	Beanie Initiative		Community initiative to supply people in need with crocheted beanies to help keep warm during the winter months. The initiative was started by Annemarie Zulch, a local grandmother who uses much of her spare time to crochet various items for those less fortunate. Beanies went to Calitzdorp Project - Isibindi (NGO); Ysterplaat Aftercare - Isibindi (NGO); Project Hope; Zithulele Community Church and Straatwerk Non-profit.	https://isibindifoundation.org/ https://www.sfb.org.za/copy-of-safety-cleaning-initiative https://www.zithulele.org/ https://straatwerk.org.za/		3C Metal Belmet donated R4,200 (\$USD 220) to a community initiative to supply people in need with crocheted beanies to help keep warm during the winter months.	Page 30: "3C Metal Belmet funds Beanie Initiative to help underprivileged community members"	R4,200 (\$USD 220)
	Jacobus West food drive		Community food drive.	N/A		3C Metal Belmet contributed towards the food program.	Page 31: "Jacobus West Feeding Program"	R 18,482.15 (\$US975)

2023 CORPORATE SOCIAL RESPONSIBILITY INITIATIVES:

3C METAL FORMS PARTNERSHIP WITH NAMIBIAN NOT-FOR-PROFIT ORGANIZATION, THE PROMISELAND TRUST, TO HELP CHILDREN FROM UNDERPRIVILEGED COMMUNITIES



In early 2023, 3C Metal Group formed a partnership with a Namibian not-for-profit organization, The Promiseland Trust. The Promiseland Trust cares for vulnerable children in the town of Walvis Bay, Namibia. The organization assists children from local underprivileged communities in Walvis Bay with the provision of education, food and emotional support.

President and CEO of 3C Metal, Philippe Boy said the partnership is part of the company’s ongoing commitment to give back to the community and extend the benefits of 3C Metal’s success to a worthy charitable cause.

“It follows on from a recent internal Group-wide survey that allowed our employees to nominate the types of charitable initiatives they would like to support. The overall results from the survey showed that 3C Metal employees would like to support children’s charities as well as initiatives relating to education and ending poverty and hunger,” Mr Boy said.

“The Promiseland Trust was chosen out of a shortlist of charities. 3C Metal has been present in Walvis Bay for many years and we are proud to support a local organization that is doing such great work. We will be supporting The Promiseland Trust on a long-term basis in a variety of ways, including financial donations and in-kind contributions.”

“By working together, we hope to make a meaningful difference in the lives of vulnerable children in Namibia.”



3C METAL GROUP DONATES €20,000 TO CHARITY PARTNER, THE PROMISELAND TRUST



3C Metal recently donated €20,000 to the The Promiseland Trust as part of its ongoing partnership with the organization.



THE PROMISELAND PLAY CENTRE:

- 60 children, aged 3-6 years, given basic education every day.
- 3 classrooms run by teachers and teaching assistants from Headstart Montessori College.
- Facility provides each child with two meals per day.
- Children taught practical skills at facility such as gardening.

PROMISELAND FOOD PROGRAM:

- Soup kitchen run 5 days per week to feed nearly 400 children from the Walvis Bay area.
- More than 1600 sandwiches sent daily to 7 local primary schools in Walvis Bay during school week.
- Greenhouse built at Tataleni Primary School to grow fruits, vegetables and other plants.

GROUP-WIDE CHARITY BOOK COLLECTION TO SUPPORT UNDERPRIVILEGED CHILDREN IN NAMIBIA



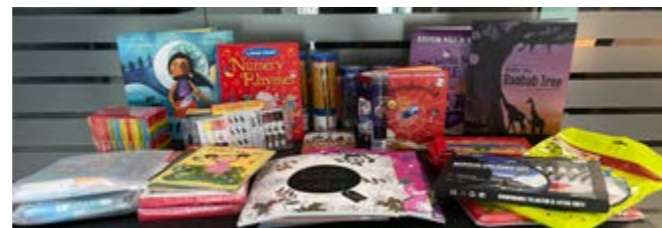
This year, 3C Metal Group formed an official charity partnership with a Namibian not-for-profit organization, The Promiseland Trust. The Promiseland Trust cares for vulnerable children in the town of Walvis Bay, Namibia.

The organization assists children from local underprivileged communities in Walvis Bay with the provision of education, food and emotional support.

In addition to the 20,000 Euros donation made to The Promiseland Trust in 2023, throughout September 3C Metal organized a collection of books and stationery for the organization. Collection points were set up around 3C Metal's offices and staff were asked to contribute children's storybooks, activity books, crayons, pens, pencils and

coloring-in books. All donated items were sent to Namibia to help the education of young children cared for by The Promiseland Trust.

3C Metal's partnership with The Promiseland Trust is part of its ongoing commitment to give back to the community and extend the benefits of the company's success to a worthy charitable cause. By working together, 3C Metal hopes to make a meaningful difference in the lives of vulnerable children in Namibia.



3C METAL FRANCE ENTERS TEAM IN THE TOUR PÉDESTRE DU BÉARN RELAY RACE TO RAISE FUNDS FOR CHARITY

On Saturday 7 and Sunday 8 October 2023, seven runners representing 3C Metal took part in the annual two-day relay race, Tour Pédestre du Béarn (the Tour of Béarn foot race) in France.

The team raced to raise funds for Lilou Bel'ange Association. The association is dedicated to the care of a young local girl with a genetic disorder called Angelman syndrome which causes physical and developmental problems. In total, 3C Metal dedicated 1000 Euros to the cause which will go towards the construction of a children's playground designed for children living with disabilities.

The race's 200-kilometer (125 mile) route starts from Pau and goes from village to village in the Béarn region, passing

through the foothills of the Pyrénées before descending to the finish line at Place Clémenceau in Pau.

The 3C Metal relay team members included 3C Metal President and CEO, Philippe Boy, along with Celia Ferreira, Yannick Pardies, Jay Radhakrishnan, Jonathan Marque and Damien Secco from the France office and an associate of 3C Metal, Patricia Ledrut. The team secured 145th position out of 157 teams and their overall time was 19 hours 44 minutes and 35 seconds.



GOODS DONATED FOR SYRIAN EARTHQUAKE RELIEF

Following the devastation caused by the February earthquake that impacted Turkey and Syria, 3C Metal's Dubai office decided to support a local organization that was accepting in-kind donations to help the victims.

Several large hampers containing blankets, winter clothes, non-perishable food, medical supplies and toys were donated by employees to Sahim Initiative.

Thanks to donations such as these, Sahim Initiative was able to send more than 20 shipping containers full of donated goods to the earthquake victims in Syria.



ROOFTOP SOLAR POWER SYSTEMS FOR 3C METAL BELMET SOUTH AFRICA AND 3C METAL MIDDLE EAST IN THE UAE

3C Metal's South African entity, 3C Metal Belmet, recently installed a 360-kilowatt rooftop solar power system at its office and workshop in Bellville, Cape Town.

The solar panels are connected to 300-kilowatt grid-tied inverters. The new system will greatly reduce the carbon footprint of the workshop and office in the future. 3C Metal Middle East will also install a rooftop solar power system at the office in Dubai in 2024.

3C Metal is committed to improving the environmental efficiency of our workplaces by increasing the use of renewable energy. 3C Metal is looking into installing similar systems at more of its entities across the globe. This is just one of the ways in which 3C Metal is striving to make its workplaces greener.



SAFETY DAY IN FRANCE

To mark national Safety Day in France, our team in Sauvelade came together to take part in some safety workshops hosted by safety consultancy, PAC Sécurité. Two training consultants presented three workshops at 3C Metal's workshop and office in Sauvelade.

The first workshop was about choosing the right PPE for a task and the associated risk. Workshop two was a "hazard hunt" around the workshop and office (the observations from the day have already been incorporated into 3C Metal's

safety action plan). The final workshop focused on the consequences of safety incidents and how they can impact the victim's personal life as well as professional life.



FRANCE TEAM TAKE PART IN WATER CONSERVATION WORKSHOP

In October 2023, 3C Metal's team in France took part in a workshop hosted by Water Family Du Flocon à la Vague Association (L'association Water Family Du Flocon à la Vague).

Since 2009, the Water Family has been developing educational content for schools and businesses in order to educate

the community about how to protect water and health by promoting good practices.



3C METAL FRANCE BLOOD DRIVE

In January 2023, several employees from 3C Metal France volunteered to give blood to L'Établissement Français du Sang (EFS) (the French Blood Establishment).

The EFS is the only civil operator of blood transfusions in France. It has 128 collection sites and organizes more than 40,000 mobile blood collections a year.



ACTIVE CHALLENGE FOR FRANCE TEAM ENCOURAGES DISABILITY AWARENESS

From June 5 to June 23, 2023, 3C Metal France participated in an inter-company competition hosted by AGEFIPH (French Association for the Management of the Fund for the Professional Integration of Disabled People).

The competition involved several mini-games which appeared on the AGEFIPH site each week to educate employees and to address themes related to disabilities.

AGEFIPH's mission is to promote the professional integration and continued employment of disabled people in private companies and in ordinary working environments.

FRANCE TEAM FORMS PARTNERSHIPS WITH TWO "ESAT" ORGANIZATIONS TO SUPPORT PEOPLE WITH DISABILITIES

In 2023, 3C Metal France formed partnerships with two local institutions that provide support and work opportunities to people living with disabilities - ESAT Saint Pee and ESAT Colo Coustau.

The office housekeeping at 3C Metal France is now partially subcontracted to ESAT Saint Pee. 3C Metal France's freight wood boxes and packing are now ordered through ESAT Colo Coustau.

In France, an ESAT - or "établissement et service d'aide par le travail" (establishment and assistance service through work) - is an institution that provides opportunities for people with disabilities to develop their knowledge and skills in a working environment.

3C METAL GROUP LAUNCHES "OUR SUSTAINABILITY PLEDGE"

3C Metal has been working to adapt its services to the global energy transition. As well as supporting clients' ambitions to reduce their carbon emissions, 3C Metal has been looking into its own activities and services.

In early 2022, 3C Metal commenced a Group-wide carbon footprint study to calculate its carbon emissions. The study was done by STEPS, a French consulting company that specializes in low carbon pathways. Following the study, STEPS made several recommendations regarding areas 3C Metal can effectively reduce emissions. 3C Metal also

electd to create a document to outline its commitment and objectives to help fight climate change and achieve a clean energy future. This document was named "Our Sustainability Pledge".

3C METAL

OUR SUSTAINABILITY PLEDGE

3C Metal acknowledges the urgency of addressing climate change, enhancing environmental stewardship and advocating for sustainability. Our core principles embody our collective intent to safeguard the environment and hold ourselves accountable throughout our operations. We are resolved to contribute meaningfully to combat climate change, optimize our carbon efficiency and accelerate our transition to a green energy future.

To accomplish these objectives we pledge to:

- Undertake comprehensive carbon footprint calculation and monitoring processes in accordance with the Greenhouse Gas Protocol (International Standard) and the Bilan Carbone® Methodology (French Standard). Since 2021, we have committed to determining our carbon emissions across all Scopes 1, 2 and 3, facilitating an accurate assessment and control of our environmental impact.
- Set ambitious emission reduction targets, aiming to decrease the carbon intensity of our activities (Scopes 1, 2 and 3 combined) by 30 percent from 2021 to 2030 in diverse sectors such as energy usage, goods and services procurement, transportation and business travel.
- Develop preferred partnerships with suppliers who demonstrate a high degree of transparency about their own emissions and who actively promote more sustainable products and services.
- Maintain transparency and accountability in our progress, providing regular reports to our stakeholders, including clients, partners, employees and the wider community.
- Diligently adhere to 3C Metal's "Green Office Pledge", focusing on enhancing our offices' ecological efficiency through advanced energy conservation measures, waste minimization and the promotion of sustainable practices.
- Foster a culture rooted in sustainability, inspiring employees to embrace green habits and lifestyles, both within and beyond the workplace.

At 3C Metal, we firmly believe that each of us has a pivotal role in the fight against climate change. Through our mitigation strategies and our journey towards a low-carbon business model, we are confident we can contribute positively to a greener, more sustainable future.

Philippe Boy
President and CEO of 3C Metal

THINKING PINK FOR BREAST CANCER AWARENESS

Throughout October, several of 3C Metal's entities participated in Breast Cancer Awareness Month. The awareness campaign focused on providing employees with resources and information to learn about the prevalence of breast cancer, methods for prevention and early detection.

Our teams hosted "wear-pink-to-work" days (with prizes for the best dressed), sported the breast cancer pink ribbon throughout the month and some took part in some local breast cancer initiatives.

3C Metal Middle East employees were invited to take part in IGNITE's "Pink is Punk" sports activities in Dubai. These included an evening of yoga on Monday 16 October and a stand-up paddle event on Saturday 21 October.

IGNITE is a local sports and fitness company which hosts Pink is Punk every year to raise funds for Al Jalila Foundation's "Brest Friends" breast cancer fund. Proceeds from the registrations went to the foundation and this year the events raised more than 65,000 dirhams (\$US17,700) for the cause.

3C Metal is proud to support Breast Cancer Awareness Month and help to make a positive difference to those impacted by a breast cancer diagnosis.



3C METAL USA TEAM DONATE CHRISTMAS GIFTS TO THE MARINE CORPS TOYS FOR TOTS PROGRAM

Once again, 3C Metal USA has taken part in the Marine Corps Toys for Tots charity drive to help spread some festive cheer to underprivileged youths.

The Marine Toys for Tots foundation, is a not-for-profit public charity that was created at the request of the U.S. Marine Corps in 1991. The foundation is governed by a board of directors, all of whom are veteran marines. The foundation's Christmas appeal collects new unwrapped gifts and distributes them to less fortunate children and teenagers at Christmas.

In the lead up to Christmas, 3C Metal's USA team has been busy collecting gifts to help bring the joy of Christmas to America's less fortunate children and teenagers.



EMPLOYEES FROM 3C METAL USA TAKE PART IN 5KM RACE TO BENEFIT HOUSTON LIVESTOCK SHOW AND RODEO

On Saturday 25 February 2023, several of 3C Metal USA's employees took part in the 5km race of the Houston Rodeo Run. Proceeds from the annual event benefit the Houston Livestock Show and Rodeo.





3C METAL GETS “MO”-TIVATED” FOR MEN’S HEALTH

Throughout November things got a little hairy at 3C Metal Middle East. The team took part in “Movember” to raise awareness about important men’s health issues such as prostate cancer, testicular cancer and suicide prevention.

Several brave gentlemen volunteered to grow a moustache (or a unique beard) for the campaign with prizes awarded to the three best “Mo Bros” at the end of the month.

As well as promoting mental health services, the campaign supported the UAE’s Friends of Cancer Patients “Shanab” initiative which is dedicated to supporting patients facing prostate and testicular cancer.

2,415 AED was donated to the initiative by staff which was matched by 3C Metal Middle East, bringing the official total to 4,830 AED (roughly \$1,300 USD).

As well as the moustache growing, some staff got involved in the campaign in the following ways: pledging to run 60 kilometers throughout November for the 60 men who lose their lives to suicide each hour; taking part in the 10km Tough Mudder obstacle course; running in Dubai Harbour 5km and 10km races; and taking part in the office bake day and staff barbeque.

3C Metal is proud to be associated with this life-saving movement that encourages men to take care of their physical health and to have conversations about mental health.



3C METAL BELMET RELAUNCHES TRAINING AT PORT NOLLOTH FACILITY

3C Metal Belmet has relaunched its Basic Fabrication Skills training program at its Port Nolloth branch in northwest South Africa.



Since 2016, 3C Metal Belmet has had a facility at Port Nolloth to assist De Beers Group Services in managing its supply chain. As part of a community initiative, 3C Metal Belmet’s team regularly conducted the Basic Fabrication Skills training program to upskill temporary workers and local jobseekers. The training was temporarily suspended due to Covid-19.

In May this year, two facilitators, Kenny Dreyden and Ian Lambert, travelled from Cape Town to Port Nolloth to relaunch the training. They will continue to travel to Port Nolloth on a monthly basis to host the program modules until December 2023.

At the start of the program, participants undergo a prerequisite module to learn how to safely operate an angle grinder. They then progress to the seven modules of the Basic Fabrication Skills program. The program is accredited with merSETA (a governing body in South Africa).

The current participants include five temporary employees from De Beers Group Services and seven jobseekers from the local community.

3C METAL MAKES IN-KIND DONATION TO AN EMIRATES RED CRESCENT HUMANITARIAN APPEAL

3C Metal’s UAE and Saudi Arabian offices responded to an appeal by Emirates Red Crescent for in-kind donations for an urgent humanitarian crisis in the Middle East.

Several large hampers containing aid such as blankets, winter clothes, non-perishable food, sanitary supplies and

medical supplies were donated by employees to Emirates Red Crescent’s warehouse in Dubai.



RECORD-BREAKING AMOUNT RAISED AT 3C METAL BELMET'S ANNUAL CHARITY AUCTION

On Saturday 4 November, 3C Metal Belmet hosted its 12th annual charity auction in Cape Town, South Africa, and raised a record-breaking amount of R561,750 (\$US30,548) for local charities and community projects.



Held at the Klein Roosboom Boutique Winery in the heart of the Durbanville Wine Valley, the day was filled with games, raffles, entertainment, canapes, lunch at Jean Restaurant & Deli and live music by Kronendal House Band.

The auction was hosted by Appie Maritz and items included boutique wines, spirits, holiday and spa packages, a

Ford Fairlane V8 driving experience and a Cobra driving experience.

3C Metal Belmet would like to thank all the sponsors, buyers and service providers who helped make the event a success. The funds raised will be allocated to worthy local charitable causes in 2024.



The following initiatives mentioned in pages 25-31 outline the multiple beneficiaries of the 2022 3C Metal Belmet Charity Auction Funds.

3C METAL BELMET DONATE SOLAR PANELS FOR ELDERLY CARE FACILITY

In 2023, 3C Metal Belmet made a large donation of the solar panels to Overberg Tehuis elderly care facility and arrange for Forest Energy Solutions to carry out the installation. Representatives from Overberg Tehuis thanked 3C Metal Belmet for the donation and said it brought them some financial relief through electricity savings. The donation value was R 106,536 (\$US5,612).



3C METAL BELMET DONATES TO ELSIES RIVER FOOTBALL CLUB

3C Metal Belmet donated balls, bibs and whistles to Elsie's River United A.F.C. in Cape Town. The donation value was R 6,970 (\$US367).



3C METAL BELMET COMPLETES COMMUNITY PROJECT FOR SENTINEL OCEAN ALLIANCE

3C Metal Belmet have completed a community project for the design and construction of a fully-functional container-based coffee shop (as well as fixing existing infrastructure) to support Sentinel Ocean Alliance. Sentinel Ocean Alliance is a non-governmental organization (NGO) that creates ocean-based opportunities and environmental education for at-risk youth of South African's coastal communities.

R 300,000 (\$US17,611) was committed by 3C Metal Belmet and the work was carried out over several years. 3C Metal Belmet worked closely with the Sentinel Ocean Alliance team to design and construct the container coffee shop. The design incorporated a welcoming and functional space with a professional Barista setup, functional serving area, and seating for customers.

High-quality and sustainable materials were used for the construction, ensuring the longevity of the coffee shop. The exterior of the container was repurposed and repainted, giving it a unique and cohesive appearance with the rest of the site.

The interior was customized to meet the specific needs of a coffee shop, including space for a coffee machine, display cabinets, and storage. The design also emphasized eco-friendly and ocean-themed decor to align with the non-profit's mission. 3C Metal Belmet also went the extra mile by ensuring the rest of our site including the ocean school and lifesaving club received a fresh coat of erosion resistant paint.

The container coffee shop has successfully created job opportunities for local community members, providing employment for baristas, managerial staff, and support personnel. This aligns with Sentinel Ocean Alliance's goal of empowering the local community.

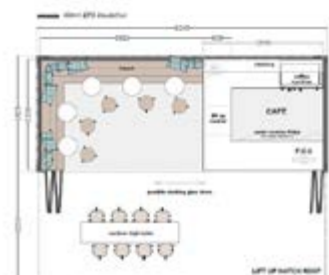
The coffee shop has proven to be a significant source of revenue for Sentinel Ocean Alliance. It serves as both a community hub and a fundraising platform to support their marine conservation and educational programs.

The coffee shop has become a focal point for community engagement and awareness regarding ocean conservation. In future, it will host educational events, workshops, and information sessions that raise awareness about Sentinel Ocean Alliance's activities.

Sentinel Ocean Alliance's work is done locally in South Africa but they are also supported Parley for the Oceans - a USA-based nonprofit environmental organization that focuses on protection of the oceans.



Original Site



Upgrade



3C METAL BELMET DONATES SHOES AND RAINCOATS TO SOUTH AFRICAN PRIMARY SCHOOL STUDENTS

3C Metal Belmet donated 77 pairs of school shoes and 96 raincoats for the children at the Anne Pienaar Memorial Primary School in South Africa.

Anne Pienaar Memorial Primary School is a rural school in the Paardeberg district in the Western Cape of South Africa. It is located approximately 70 kilometers from 3C Metal Belmet's location in Cape Town.

230 children aged 5-13 years attend the primary school and many come from low-income, underprivileged backgrounds.

A representative from the school said in the winter months, there are children who attend the school in summer clothing as they lack proper winter clothing. Many also walk long distances to school or to the bus stop without proper shoes.

"I wish you could realize how much of a difference this donation made to a lot of children's lives," they said.

"Some of the boys arrived at school with shoe brushes in their bags to keep their new shoes nice and shiny throughout the day."

"A mother said her son wanted to sleep with the shoes next to him in bed and the next day he couldn't wait to put them on again."

The donation value was R 25,818 (\$US1360).



FOOD PARCELS FOR COMMUNITY SUPPORT PROJECT

3C Metal Belmet donated R 10,358.21 (\$US547) worth of community food parcels to Pieter's Adonis' community support project.



SCHOOL FEES PAID FOR A GIFTED STUDENT IN NORTHERN CAPE

In 2023, 3C Metal Belmet donated R 25,200 (\$US1333) towards a local gifted student's school fees.



3C METAL BELMET FUNDS BEANIE INITIATIVE TO HELP UNDERPRIVILEGED COMMUNITY MEMBERS

3C Metal Belmet donated R4,200 (\$USD 220) to a community initiative to supply people in need with crocheted beanies to help keep warm during the winter months.

The initiative was started by Annemarie Zulch, a local grandmother who uses much of her spare time to crochet various items for those less fortunate.

cost of crochet supplies. In total Mrs Zulch was able to make close to 350 beanies.

The donation from 3C Metal Belmet helped to cover the

The beanies were given to the local charitable organizations (listed below) and then distributed to individuals in need.

BEANIE INITIATIVE BENEFICIARIES

Calitzdorp Project - Isibindi (NGO): Isibindi is a registered non-profit company founded in South Africa in 2020. Isibindi creates spaces where youth from difficult or disadvantaged backgrounds can become part of a community. Beanies were given to youth that are part of Isibindi's Calitzdorp Project. The project aims to increase the number of youth furthering their studies after they complete school.

Project Hope: Beanies handed out as a gift for ex-homeless people who went through six months of rehabilitative and skills training program with Project Hope. Project Hope houses homeless people in shelters, relocates their family ties (if possible), provides employment (street and beach cleaning) and conducts various skills training.

Zithulele Community Church: Zithulele is a remote small town situated in the Eastern Cape in an area known as the Wild Coast. It is 85km from the nearest town. Beanies were donated to local church congregation to hand out to its members.

Ysterplaat Aftercare - Isibindi (NGO): Ysterplaat Aftercare is a Isibindi project that creates safe space for vulnerable children from the underprivileged Ysterplaat community in Cape Town. At the aftercare, youth receive a nutritious lunch, access fun activities and a space to do their homework under supervision. Beanies were distributed to the aftercare.

Straatwerk Non-profit: Beanies were donated to Straatwerk (Streetwork); a registered non-profit organization that assists homeless people and sex workers by providing employment opportunities and rehabilitation for drug dependency.



JACOBUS WEST FEEDING PROGRAM

3C Metal Belmet contributed R 18,482.15 (\$US975) worth of food towards the Jacobus West food drive.



