



Corporate Social Responsibility Report 2021

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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 2021

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 2021.



2021 CSR CAMPAIGNS AND INITIATIVES BY GROUP

Entity	Charity / Cause	Description	Website	Dates:	Activities Carried Out	More information on page:	Fundraising Total (If applicable)
Group-wide	World Cancer Day - 21 days to impact challenge - initiative led by the Union for International Cancer Control (UICC). Some entities also focused on local charities: France: Groupement des Entreprises Françaises dans la Lutte contre le Cancer" (Group of French Companies in the Fight Against Cancer). 3C Metal Middle East: Friends of Cancer Patients (FoCP). South Africa: "Flip Flop" Day for CHOC - a non-profit organization that provides support services to children and teenagers diagnosed with cancer or life threatening blood disorders. Namibia: Pink Ribbon Breast Cancer Charity	World Cancer Day held every 4 February is the global uniting initiative led by the Union for International Cancer Control (UICC). By raising worldwide awareness, improving education and catalysing personal, collective and government action, we are all working together to reimagine a world where millions of preventable cancer deaths are saved and access to life-saving cancer treatment and care is equitable for all.	https://www.worldcancerday.org/21DayChallenge	04.02.2021 - 25.02.2021	<p>Starting on World Cancer Day, February 4, our teams took part in 21 days of fundraising activities and educational initiatives to help combat cancer.</p> <p>Across the Group our teams got involved in various activities including:</p> <ul style="list-style-type: none"> - Signing up to the daily emails of World Cancer Day's 21-day challenge - "Flip Flop" Day for CHOC (children's cancer charity in South Africa) - Breast cancer awareness activities - Several dress up days including a "casual/formal" dress up day for fundraising and awareness - A "Red Day" fundraiser on Valentine's Day - A charity bake sale - A virtual run against cancer hosted by GEFLUC (the Group of French Companies in the Fight Against Cancer). <p>There were also toolbox talks, signage and quizzes to educate staff about the risks of cancer.</p>	Z: Article: "World Cancer Day's "21 Days to Impact" Challenge".	\$~1,000USD (for Friends of Cancer Patients). *Including amount was matched by company.
Group-wide	Earth Day (April 22)	Earth Day is an annual event on April 22 to demonstrate support for environmental protection. First held on April 22, 1970, it now includes a wide range of events coordinated globally by EarthDay.org including 1 billion people in more than 193 countries.	https://www.earthday.org/	22.04.2021 - 29.04.2021 France hosted green week at later date in September.	<p>On Earth Day, April 22, 3C Metal launched a campaign to introduce our "Green Office Pledge" document and encourage staff to help make our workplaces more environmentally friendly.</p> <p>The campaign involved daily emails focusing on the five "R"s of sustainability: refuse; reduce; reuse; recycle and replant. Some of the keys aims included eliminating single-use plastic from our workplaces, providing reusable or biodegradable alternatives (including glass water bottles, reusable masks and wooden cutlery), educating staff about recycling and encouraging staff to plant trees and grow herbs and vegetables.</p>	Pages 10-11: Article: "3C Metal celebrates World Earth Day". Page 8: "France Green Week"	N/A

2021 CSR CAMPAIGNS AND INITIATIVES BY INDIVIDUAL ENTITY

Entity	Charity / Cause	Description	Website	Dates:	Activities Carried Out	More information on page:	Fundraising Total (If applicable)
3C Metal Middle East	Movember/ Shanab - Friends of Cancer Patients (FOCP)	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 and beard growing, some staff got involved in the campaign in the following ways: Pledging to run 60kms throughout November for the 60 men who lose their lives to suicide each hour; Taking part in the Wadi Bih 35km Relay Race held in Hatta on 19 November; Taking part in the Coast-to-Coast Cycling Challenge from Sharjah to Fujairah held on 19 November; Helping out at the office fundraising events such as the bake sale and staff barbeque.	Page 13 Article: "Changing the face of men's health for Movember".	\$~900USD
3C Metal France	Christian Lanusse ESAT	Institution that provides opportunities for people with disabilities to develop their knowledge and skills in a working environment.	http://adapei64.fr/contenu/esat-christian-lanusse	Ongoing partnership	3C Metal France's industrial laundry requirements are now subcontracted to the ESAT.	Page 6 Article: "Comfort packs for abused children in South Africa"	N/A
3C Metal Asia	Tengah Island Conservation (TIC) - Turtle Hatchery and Monitoring Program	TIC is a non-profit biodiversity management initiative located on Pulau Tengah, an island within the Johor Marine Park, Malaysia. The TIC scientists are based at the Tengah Island Hatchery and collect data about endangered green and critically endangered hawksbill turtles in strategic partnership with the Department of Fisheries, Malaysia. Their aim is to protect the populations of the turtles and to increase turtle hatchling survival rates.	https://www.tengahislandconservation.org/sea-turtles	14.10.2021 - ongoing	In October, 3C Metal Asia, launched a fundraising campaign in the office and workshop, selling food and drinks to raise money for the TIC program. The sale is open to anyone who visits the site and local suppliers and partners have given generously.	Page 14 Article: "Charity Sale to Protect Endangered Sea Turtles".	\$~400USD
3C Metal Belmet	Annual Charity Auction Event	3C Metal Belmet's Annual Charity Auction which raises funds for local charities and community initiatives - particular ones that focus on children and music and sports for children.	N/A	06.11.2021	On Saturday 6 November, 3C Metal Belmet hosted its 10th annual charity auction in Cape Town, South Africa. Held at the Kronendal Boutique Winery in Durbanville, the day was filled with live music, games, entertainment, good food and wine and of course the auction.	Page 12 Article: Another Fundraising record for 3C Metal Belmet's Annual Charity Auction.	(R531,250) \$33,750USD
3C Metal USA	Marine Corps Toys for Tots program	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/	01.12.2021 - 25.12.2021	3C Metal's USA team have been busy supporting the program, collected Christmas gifts to help bring the joy of Christmas and send a message of hope to America's less fortunate children and teenagers.	Page 9 Article: "USA team collecting Christmas gifts for the Marine Corps Toys for Tots program".	N/A
3C Metal Belmet	Matla a Bana	Supplies comfort packs for girls aged between 5 and 12 who have been abused and report the crime. These packs are handed over to the police.	http://matlaabana.co.za/	15.07.2021	50 comfort packs for the charity. The packs included items such as pens, crayons, coloring books, teddy bears and messages of love and support.	Page 6 Article: "France partners with ESAT to support people with disabilities"	N/A
3C Metal Belmet	Tygerberg Hospice	Tygerberg Hospice provides holistic palliative care to patients facing a life-limiting illness. Apart from making sure that the patient is cared for in all areas – physical, spiritual, emotional and social – we also provide support for the families involved.	https://www.tygerberg-hospice.org/	01.05.2021	3C Metal Belmet made a contribution of goods for Tygerberg Hospice: games, craft goods, fitness accessories and personal care items. These items went towards the intermediate care program, lead by physiotherapists, occupational therapists, speech therapists and social workers.	Page 8 Article: "Supporting Patients with life-limiting conditions"	N/A
3C Metal Belmet	The LFP Group	The LFP Group's basic principles to alleviate poverty, create social cohesion, have safer communities, and drive economic inclusion and transformation sees us focusing on several key basic principles. Amongst those principles are, Job Creation and education for all through various integrated training and business solutions.	http://lfpgroup.co.za/	1.03.2021	3C Metal Belmet initiated a partnership with an external training service provider to sponsor internships for four people living with disabilities. The internship involves completing a NQF Level 3 Business Administration Learnership qualification over a 12-month period.	Page 9 Article: "3C Metal Belmet sponsors internship program for people living with disabilities".	N/A
3C Metal France	Pau Autisme Béarn	Pau Autisme Béarn promotes education programs and provides support services to young people living with autism spectrum disorder and their families. The organization promotes change in the education system in France so young people with disabilities are not left behind.	https://autisme-pau-bearn.org/	01.10.2021	3C Metal's France office organized a charity book fair to raise funds for a local autism not-for-profit, Pau Autisme Béarn.	Page 15 Article: "France office supports education initiatives for young people with disabilities".	\$350USD *Including amount was matched by company.
3C Metal France	Les "boîtes de Noël" (Christmas boxes)	Volunteer Christmas gift collection for people in need.	N/A	01.12.2021	In the lead up to Christmas, 3C Metal France collected shoe boxes filled with goodies to be given to people in need over the festive period. Instructions were to fill one shoe box with: one warm item; one nice snack; one leisure item; one beauty product; one kind message and anything else.	Page 15 Article: "Christmas gift boxes for people in need".	N/A

2021 CORPORATE SOCIAL RESPONSIBILITY INITIATIVES:

COMFORT PACKS FOR ABUSED CHILDREN IN SOUTH AFRICA

In the lead up to Mandela Day on 18 July, our team in Cape Town got involved with a charity project to support young girls who have been the victims of abuse.

The project, which is run by Matla a Bana, supplies comfort packs for girls aged between 5 and 12 who have been abused and report the crime. These packs are handed over to the police.

Our Cape Town team spent a day putting together 50 comfort packs for the charity. The packs included items such as pens, crayons, coloring books, teddy bears and messages of love and support.



FRANCE PARTNERS WITH ESAT TO SUPPORT PEOPLE WITH DISABILITIES

In February, 3C Metal France signed a partnership with a local institution that provides support and work opportunities to people living with disabilities.

3C Metal France’s industrial laundry requirements are now subcontracted to an ESAT called Christian Lanusse. 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.

This particular ESAT has been open since 1982 and provides work opportunities to more than 60 people living with disabilities. Located in the town of Orthez (Pyrénées-Atlantiques), close to 3C Metal France’s office and workshop, the institution offers a range of industrial work opportunities in manufacturing, maintenance, cleaning and electrical assembly.

Staff from 3C Metal France were recently given a tour of the facilities and also met the men and women working there. 3C Metal is proud to operate in partnership with this ESAT and strengthen our community involvement.



WORLD CANCER DAY’S “21 DAYS TO IMPACT” CHALLENGE

In February, 3C Metal embraced World Cancer Day’s “21 Days to Impact” Challenge by launching a Group-wide campaign to raise awareness and fundraise for a range of cancer-related causes. Starting on World Cancer Day, February 4, our teams took part in 21 days of fundraising activities and educational initiatives to help combat cancer.

In France, a number of staff signed up for the virtual “cours contre le cancer” (run against cancer) held from the 4th to the 7th of February. The run was organized by “Groupement des Entreprises Françaises dans la Lutte contre le Cancer” (Group of French Companies in the Fight Against Cancer). To ensure social distancing, the runners chose between running loops of the 3C Metal workshop or a location of their choice and then logged the distance. In total the team covered a distance of 50km. 3C Metal France also hosted a quiz for office and workshop staff in order to promote cancer awareness and the importance of early detection.

3C Metal Middle East raised funds for Friends of Cancer Patients (FoCP) - a non-profit organization that provides support services to cancer patients and their families. Fundraising activities included fancy dress days with themes that included casual wear, formal attire and a “red clothes day” on Valentine’s Day. The office hosted a bake sale, a team lunch

and had a range of treats on sale throughout the campaign to raise funds. In total, nearly \$1000 (USD) was raised for the charity.

In South Africa, 3C Metal Belmet took part in “Flip Flop” Day for CHOC - a non-profit organization that provides support services to children and teenagers diagnosed with cancer or life threatening blood disorders. The team in Namibia sported pink ribbons and raised funds for a local charity to support breast cancer patients. Across the group, staff signed up for the daily emails of World Cancer Day’s 21-day challenge to receive prompts and information to help reduce their risk of cancer.

3C Metal remains committed to extending the benefits of our success to those in need and involving staff in some worthy causes. We are also committed to educating our teams about the importance of health and wellbeing.



FRANCE GREEN WEEK

Following the implementation of 3C Metal Group's "Green Office Pledge", 3C Metal's team in France spent a week focusing on the five 'R's of sustainability: refuse; reduce; reuse; recycle and replant.

The key aims throughout the week included eliminating single-use plastic, providing reusable or biodegradable alternatives, educating staff about recycling and encouraging staff to plant trees and create compost. Daily toolbox talks were conducted with a focus on the environment. Staff were all given reusable bags, more recycling bins were

placed around the facilities and the teams started an onsite compost system.

3C Metal remains committed to minimizing our environmental footprint as much as possible and adopting practices to make our workplaces more sustainable.



SUPPORTING PATIENTS WITH LIFE-LIMITING CONDITIONS

In the spirit of supporting local community causes, 3C Metal Belmet recently made a contribution of goods for Tygerberg Hospice.

Tygerberg Hospice is a not-for-profit organization in Cape Town that aims to provide care to patients facing a life-limiting illness or injury.

The contribution consisted of games, craft goods, fitness accessories and personal care items. These items

went towards the intermediate care program, lead by physiotherapists, occupational therapists, speech therapists and social workers. Together they run a rehabilitation group with mainly patients aged 18-80 who are recovering from strokes, amputations and brain injuries.



3C METAL BELMET SPONSORS INTERNSHIP PROGRAM FOR PEOPLE LIVING WITH DISABILITIES

In March, 3C Metal Belmet initiated a partnership with an external training service provider to sponsor internships for four people living with disabilities.

The internship involves completing a NQF Level 3 Business Administration Learnership qualification over a 12-month period.

At the end of March, the sponsorship recipients were invited

to visit 3C Metal Belmet's facilities in Cape Town to learn about the work the company does. 3C Metal Belmet employees, Steven Donson and Pieter Adonis, gave the recipients a tour while highlighting important safety procedures.



USA TEAM COLLECTING CHRISTMAS GIFTS FOR THE MARINE CORPS TOYS FOR TOTS PROGRAM

3C Metal USA has partnered up with the Marines Toys for Tots this festive season to spread some 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 Marine Toys for Tots program collects new unwrapped gifts and distributes them to less fortunate children and teenagers at Christmas.

3C Metal's USA team have been busy supporting the program, collecting Christmas gifts to help bring the joy of Christmas and send a message of hope to America's less fortunate children and teenagers.



3C METAL CELEBRATES WORLD EARTH DAY

On Earth Day, April 22, 3C Metal launched a campaign to introduce its “Green Office Pledge” document and encourage staff to help make our workplaces more environmentally friendly.

Earth Day is an annual event on April 22 to demonstrate support for environmental protection. First held in 1970, it now includes a wide range of events coordinated globally by EarthDay.org.


To mark the day, 3C Metal implemented a “Green Office

Pledge” across the Group and launched a week-long campaign which involved daily emails focusing on the five “R”s of sustainability: refuse; reduce; reuse; recycle and replant. Some of the keys aims included eliminating single-use plastic from our workplaces, providing reusable or biodegradable alternatives (including reusable water bottles,



reusable masks and wooden cutlery), educating staff about recycling and encouraging staff to plant trees and grow herbs and vegetables.

3C Metal is committed to minimising our environmental footprint as much as possible and these are some of the first steps in our ongoing journey to make our workplaces more sustainable.



3C METAL'S GREEN OFFICE PLEDGE

3C Metal is committed to improving the environmental efficiency of our workplaces through energy saving initiatives, waste reduction and by promoting sustainable practices.



OUR AIM

- ✓ Develop a practical environmental management system to support environmental issues that arise in our workplaces.
- ✓ Inspire employees to adopt environmentally friendly habits, both in and outside the workplace.
- ✓ Diminish waste, water and energy consumption and their associated expenses.

WHAT 3C METAL IS DOING

PLEDGE

Pledge to reduce waste, reduce single-use plastics, recycle and save energy in the workplace.

PROMOTE

Promote sustainable practices by increasing environmental awareness of employees.

PLAN

Implement policies and procedures that cater for continual improvement of environmental matters.

PROCURE

Partner with suppliers that offer environmentally sustainable products and services.

WHAT YOU CAN DO TO HELP

REFUSE

Say no to single-use plastic, such as plastic straws and cutlery. Say no to items that will quickly go to a landfill.

REDUCE

Reduce general waste and reduce consumption of electricity and water where possible.

REUSE

Use reusable water bottles, cups and containers whenever possible.

RECYCLE

Recycle plastic bottles, paper, glass, batteries and more.

REPLANT

Plant trees and replant seeds from fruit and vegetable scraps. Create a compost system for organic waste.

ANOTHER FUNDRAISING RECORD FOR 3C METAL BELMET'S ANNUAL CHARITY AUCTION

On Saturday 6 November, 3C Metal Belmet hosted its 10th annual charity auction in Cape Town, South Africa, and raised a staggering R531,250 (\$US33,750) for local charities and community projects.



Held at the Kronendal Boutique Winery in Durbanville, the day was filled with live music, games, entertainment and good food and wine. Local award-winning singer-songwriter, Arno Carstens, dazzled the guests with his performance alongside fellow performers Erick Zulch, Daneel Wasserfall and Carlo de Villiers.

The event drew enormous support from clients and friends of 3C Metal Belmet. Thanks to the generosity of sponsors, buyers and service providers, a record-breaking amount was raised and will go to worthy local charitable causes.

Director of 3C Metal Belmet, Pieter Kroon extended his thanks to everyone involved in the event.

"With the 10th anniversary of our annual charity auction, we looked back on every year and stand in awe of what is possible when you start with a great idea and get like-minded people to support your cause," Mr Kroon said.

"It is truly a privilege to be able to thank you for your support and generous contribution toward this special charity event," he said.

"All funds received will be allocated to various projects in and around our community. Lives and situations are being changed, thanks to you."

CHANGING THE FACE OF MEN'S HEALTH FOR NOVEMBER

Things got a little hairy for 3C Metal Middle East during November! 21 bold gentlemen from the Dubai office took part in "Movember" by growing a moustache or beard to help change the face of men's health.

Movember is a global movement that places the spotlight on important men's health issues such as prostate cancer, testicular cancer and suicide prevention.

The office got behind the cause and helped to raise close to \$1000 (USD) for "Shanab" – a local charity initiative dedicated to supporting patients facing prostate and testicular cancer. Throughout the campaign, mental health and wellbeing services were also promoted.

As well as the moustache and beard growing, some staff got

involved in the campaign in the following ways: Pledging to run 60kms throughout November for the 60 men who lose their lives to suicide each hour; Taking part in the Wadi Bih 35km Relay Race held in Hatta on 19 November; Taking part in the Coast-to-Coast Cycling Challenge from Sharjah to Fujairah held on 19 November; Helping out at the office fundraising events such as the bake sale and staff barbeque.

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



CHARITY SALE TO PROTECT ENDANGERED SEA TURTLES

3C Metal Asia are supporting a program to help protect endangered sea turtles in Malaysia. The team have been fundraising for the Tengah Island Conservation (TIC) Turtle Hatchery and Monitoring Program.

TIC is a non-profit biodiversity management initiative located on Pulau Tengah, an island within the Johor Marine Park, Malaysia. The TIC scientists are based at the Tengah Island Hatchery and collect data about endangered green and critically endangered hawksbill turtles in strategic partnership with the Department of Fisheries, Malaysia. Their aim is to protect the populations of the turtles and to increase turtle hatchling survival rates.

In October, 3C Metal Asia launched a fundraising campaign in the office and workshop, selling food and drinks to raise money for the TIC program. The sale is open to anyone who visits the site and local suppliers and partners have given generously. The team are passionate about environmental conservation work and finding ways to protect the local marine life of Malaysia.



FRANCE OFFICE SUPPORTS EDUCATION INITIATIVES FOR YOUNG PEOPLE WITH DISABILITIES

In October, 3C Metal's France office organized a charity book fair to raise funds for a local autism not-for-profit organization, Pau Autisme Béarn. In total, €153 was raised by employees at the book fair. The amount was matched by 3C Metal, bringing the total to €306 (\$350USD).

Pau Autisme Béarn promotes education programs and provides support services to young people living with autism spectrum disorder and their families. The organization promotes change in the education system in France so young people with disabilities are not left behind. Currently, due to a lack of support, 80 percent of young people with disabilities do not continue with their studies

after completing their secondary education.

In further support of the education of young people with disabilities, the France office has partnered with the ARPEJEH, an association that provides quality training and education support that will allow them to secure new skills and job opportunities.



CHRISTMAS GIFT BOXES FOR PEOPLE IN NEED

In the lead up to Christmas, the team in France has been collecting shoe boxes filled with goodies which will be given to people in need over the festive period. Instructions are to fill one shoe box with: one warm item; one nice snack; one leisure item; one beauty product; one kind message and anything else.



