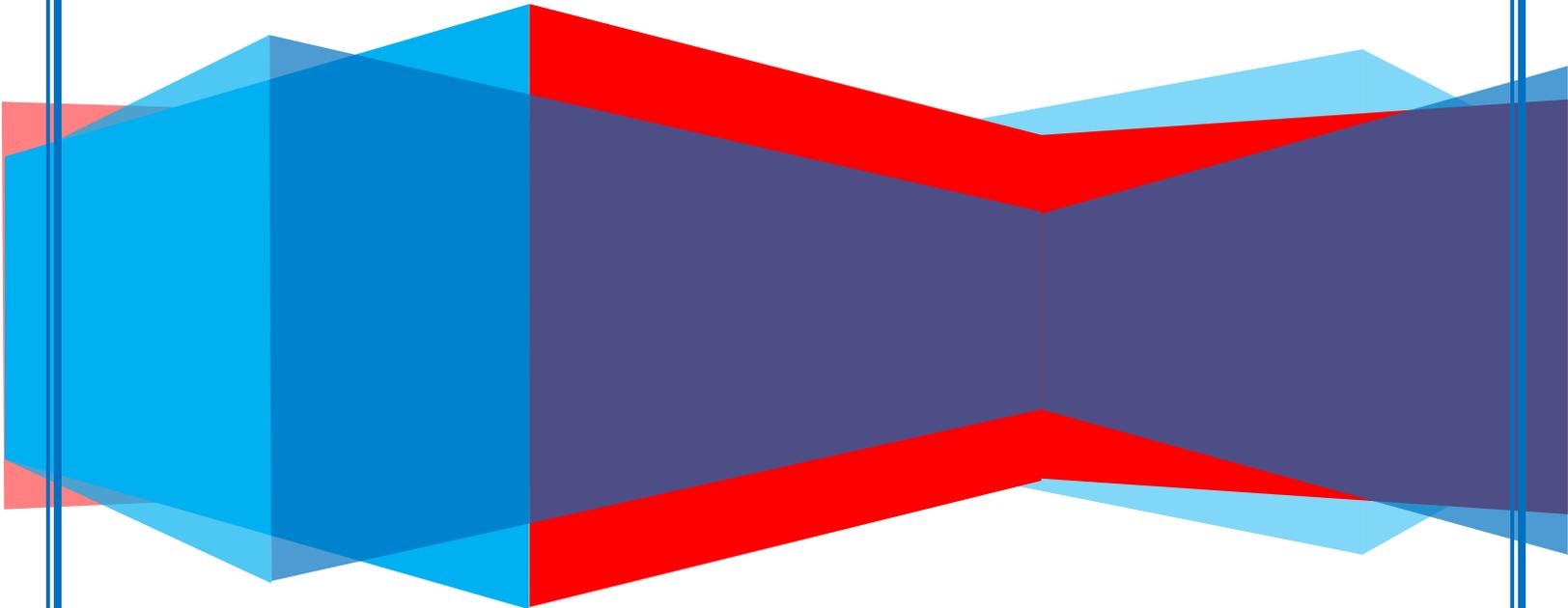


# **CORPORATE SOCIAL RESPONSIBILITY POLICY**



## TABLE OF CONTENTS

<u>CONTENT</u>	<u>PG #</u>
1.0 INTRODUCTION	3
2.0 PURPOSE & AIM	4
3.0 CSR POLICY	5-6
4.0 REQUEST/SUPPORT REQUIREMENTS	7
5.0 CRITERIA FOR OFFERING SUPPORT	8
6.0 WHAT GLICO WILL NOT SUPPORT	9

## **1.0 INTRODUCTION**

GLICO GROUP Ltd seeks to be a good corporate citizen in all aspects of its operations and activities. To this end, we have brought together a series of operating principles under the broad heading of Corporate Social Responsibility (CSR) to serve as a guide to employees in all aspects of their work for the company. The principles cover all areas of the Group's operations geared towards honouring its obligations, and to share and care for the country and communities in which it operates.

As a responsible citizen, GLICO recognizes that its activities (operations, products, services) have a wider impact on, and can therefore contribute to the society in which it operates. GLICO therefore aims to take into account by taking appropriate actions, as outline in the policy, that are over and above compliance with minimum legal requirements.

The benefits to be accrued from the CSR policy include:

- Reduced cost and increased cost efficiency as a result to adherence to the policy;
- Improved brand reputation as a result of harmonization in activities;
- Improved internal and external relationship as a result of commitment to community services.

## **2.0 PURPOSE AND AIM**

The purpose of the policy is to make clear to all stakeholders what we mean by CSR and how we propose to work towards achieving it. The CSR policy applies throughout all requests for contributions by external parties. Requests would be reviewed carefully based on the *Corporate Social Responsibility Policy* and in conformity to the *Procedure for External Requests*.

GLICO aims for CSR to be an integral part of business practice. For this to happen, there are key characteristics that must underpin our commitment to CSR. These are:

- Having a sound understanding of the roles in the society in which we operate - safeguarding against eventualities (death, health, fire, accidents etc) educational systems, environment, labour markets etc;
- Being open to new ideas, practices & ways and challenging our existing methods where appropriate to bring about change for the better;
- Building a solid stakeholder relationship across the industries and communities we operate in- identifying stakeholders and engaging in consultations;
- Building the capacity of staff, brokers, agents etc to implement CSR policies.

### **3.0 CSR POLICY**

GLICO GROUP aims to support with donations in cash or kind or both, or participate in programmes, activities and social events in the following areas:

#### **3.1 Sports**

Sports have great impact on people and society. Watching sports such as Olympic Games and the soccer/football AFCON's & World Cup's inspires people with excitement. Playing or watching sports gives people joy. Sports also play very important roles in social change in many areas of a community. For instance, it fosters peace building, health promotion, youth education, social inclusion, and spirit of togetherness.

At GLICO, we are passionate about sports as it always brings people together in a spirit of wee-feeling and nationalism. By doing so, perhaps, we are able to foster a better society through the power of sports and expand the impact of sports on people and society.

#### **3.2 Education**

Education is the bedrock of every society; it is the means through which the ways and habits of a group of people are transferred from one generation to the other. Education has made people to question the status quo, their experiences and challenge things with curiosity and a passion for change. Societies with a high level of educated people have been known to have lower levels of unemployment and poverty, higher levels of job creations and entrepreneurial ventures, higher levels of civic participation and a relatively high level of economic stability.

GLICO believes in supporting education as a sure way to contribute to the development of our dear nation Ghana and also, to assist in planning for a better future for generations to come.

#### **3.3 Health**

The World Health Organization (WHO) defined health in its broader sense as "a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity". It is the state of mind where individuals are free to accomplish their dreams.

Health impacts employers, individuals and communities in many ways:

1. A healthy individual is able to work and gain a meaningful income and does not become a burden on others;
2. The degree of productivity that employees exercise over their work is influenced to a greater extent by good health;
3. A collection of healthy individuals and families forms a healthy nation.

A nation's wealth is determined by the health of its people. If that be the case, then GLICO believes in supporting health related activities that seek to educate, inform, build, prevent and protect a healthy people poised to contribute to the total wellbeing of their nuclear families, communities in particular and the development of the larger society in general.

### **3.4 Social Welfare**

Social welfare concerns the well-being of the entire society. It is more concerned with the quality of life of a people in areas such as the quality of the environment, the level of crime, extent of drug abuse, molestation, among others.

As an organization, anything that affects the society impacts on us; as we constitute a nucleus society with our over 500 employees and agents. We, therefore, go the extra mile to support initiatives that promote a healthy social environment in the communities in which we operate as well as on a national scale. By so doing, everyone is safe to carry out their activities in peace and harmony.

### **3.5 National & Community Development**

National development, in the most simplest of terms, is the ability of a country to improve the social welfare of the people, for example, by providing social amenities like good education, health, infrastructure and social services.

However, the foundations for national development in Ghana and Africa as a whole are very superficial and largely fragile. The political and economic structure of Ghana over time past make it susceptible to unstable governments, corruption, ecological disasters, and ethnic and religious conflicts.

It is in this vein, that GLICO deems it fit to support the development of communities by providing social amenities and infrastructure to the communities we operate in for national development.

#### **4.0 REQUEST/SUPPORT REQUIREMENTS**

External parties wishing to request for support, funds or sponsorship (“contribution”) for its initiative(s) and programmes should send a written proposal at least 4-6 weeks before the date of the said initiative(s).

The proposal must contain the following information:

- Official name of the organisation, location/ mailing address, telephone, and email address (if any);
- Name and title of the contact person in the organisation, with contact details;
- Brief description of the organisation, with credential details or its past initiatives/similar successful activities;
- Details of the initiative(s) to be supported, funded or sponsored by GLICO, including the objectives, timeline, location and targeted audience or beneficiaries;
- Reasons for requiring assistance;
- Explanation of how the initiative is distinct from others, and why GLICO should offer support;
- Information on the type and level of contribution sought, including a description of how the contribution will be used;
- Details of relevant market research, if any;
- Details of other people or organisations providing previous or current support (if any) and;
- Details of media exposure and media partners.

## **5.0 CRITERIA FOR OFFERING SUPPORT**

When all requirements are met, the offer of support/sponsorship would be determined by the following questions:

- Does the request being made fall into the CSR categories? (sports, education, health, social welfare, and National /community development)
- Will the offer enhance GLICO GROUP's corporate identity, image and reputation?
- Will the offer promote GLICO GROUP's innovative and unique products and services?
- Is the recipient of the offer an existing GLICO client (policy holder)?
- Is the recipient a relation to an existing GLICO employee?
- Will the offer boost GLICO's business in one way or the other?
- What benefit will GLICO derive from the offer?
- Any other relevant consideration?

## **6.0 WHAT GLICO WILL NOT SUPPORT**

In addition to the above, GLICO will not knowingly support or contribute to an initiative that:

- Does not correspond with its core corporate social responsibility themes;
- Goes against its Corporate Values;
- Relates to or associated with political organisations, campaigns, candidates or partisan activities;
- Is a theological initiative supported by sectarian organisations;
- Does not appear to be well organized, managed or sustained;
- Originates from an entity that is not registered under the Social Welfare Department or Registrar of Companies and/or any other reputable body;
- Is developed for commercial and proprietary purposes; or is suspicious or dubious in nature.

GLICO is unlikely to consider proposals that do not satisfactorily comply with these Requirements stated.

All written proposal is to be sent to:

**The Corporate Affairs Manager**

**GLICO GROUP Ltd**

Accra Main Office

Obetsebi Lamptey Circle

Ayikai Street, Spare Parts Lane

Abossey Okai, Accra

Ghana

**Or**

[info@glicogroup.com](mailto:info@glicogroup.com)

[cad@glicogroup.com](mailto:cad@glicogroup.com)