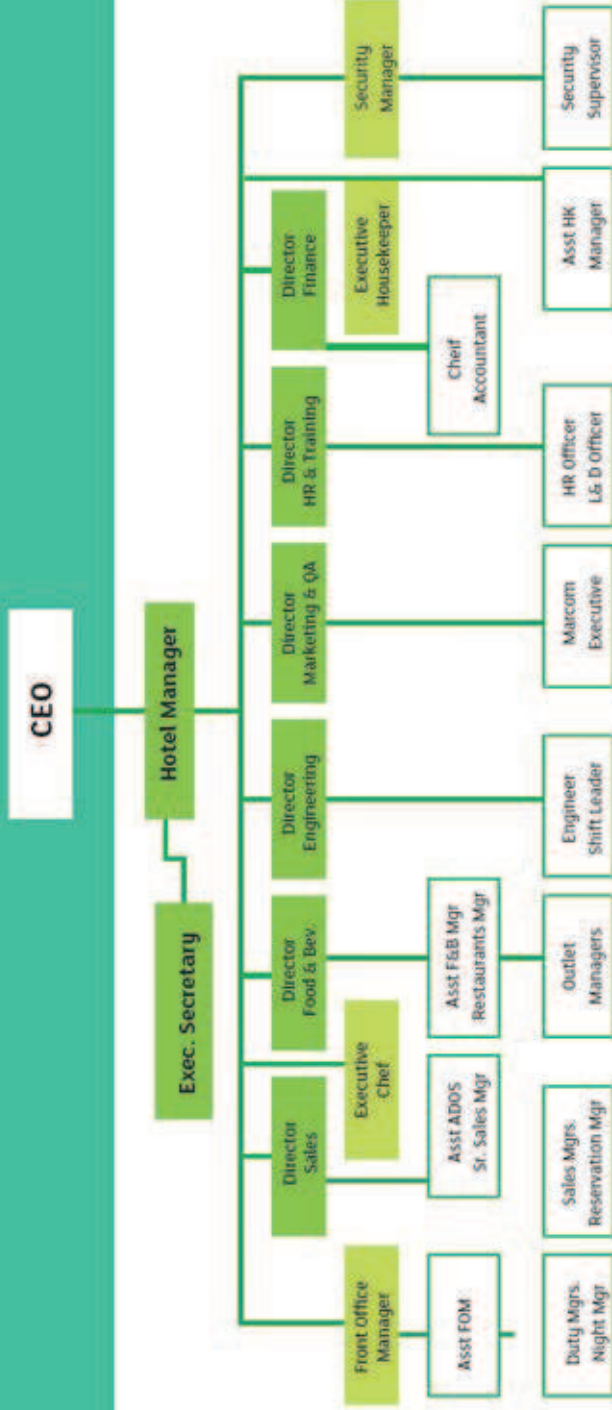


Leadership Hierarchy

Business Leadership

HIAB is strictly governed through an organised responsible divisional matrix.



We have assigned clear responsibilities for environmental, social and governance issues, with direct reporting lines to the organization's leadership.



Sustainability Leadership

CSR Executive Board (CEB) (new appointees mid 2016)



Roxana Jaffer
CEO



Vincent D' Souza
Director of Finance



Kezia Da Rocha
Director of Marketing



Mukhtar Hussain
Director of Engineering



Caroline D' Souza
HR & Housing Officer



Sourmya Muk herjee
Front Office Manager



Hassan Khan
Engineer Shift Leader

CSR Steering Committee (SC) (new appointees mid 2016)

The CSR Executive Board (CEB) serves as a Policy Board for the whole organization, so every aspect of business strategy is steeped in furthering the 10 principles of UNGC's and the 12 out of the 17 Sustainable Development Goals (SDG's) we have committed to.

The function of the CEB is to be an Advisory body, and it's members to be role-models for the Steering Committees (SC) the implementers of sustainable strategies that are interwoven with day to day business norms - and which are being:

- Strategic thinkers (Think tank)
- Decision makers
- An Advisory body
- Guidance providers
- CSR Brand Ambassadors
- Leadership empowerment officers
- Enthusiasts for down the line

Our 3 SCs are led by chairpersons appointed by the CEB from HIAB's management team, who report directly to the CEO on environmental, social and governance issues. Although the CEO is personally accountable for the performance of the CEB and SCs, all employees are ambassadors of Sustainability in HIAB and carry the responsibility to make our vision a reality. As we take sustainability to the next level, the HACCP officer and the Director of Engineering are employed with expected expertise in sustainability, and sustainability criteria forms part of their Job Description mandate.

Chairpersons have to protect resources, define purpose, be accountable and transparent, lead by example and drive ethical company endeavours. Wellness, corporate consciousness, risk management are some mandatory attributes that are practiced top down, by each committee member.



ESG Steering Groups

Our 3 Chairpersons manage and lead 3 steering groups, each branded under a unique logo, with a separate mandate overseeing three different areas of sustainability:

The three registered, established focus groups are:

Environmental

The Role of the "Green Engage" focus group is to enthuse both, our internal and external customers to constantly abide to best practices of **4 "Rs"** of Sustainability i.e. **rethink, reduce, reuse and recycle**, as an continual innovative sustainable process by helping the environment through energy saving methods and reduce carbon footprint for a better tomorrow.



Social

Members on each of the focus group are nominated based on their passion for achieving sustainability goals.



The Role of the **"HI-LUC"** focus group is to enhance corporate core values, work with community organizations, assist selected NGO's, plan and execute self-sustaining drives. With a backdrop of Prophets Mohammed's words **"Life is only worth living if lived for someone else"**, team members help to inculcate in colleagues, the importance of giving of themselves - both in time and monetary contributions, so others less off than themselves no matter what gender, creed or culture are ably assisted in improving their life conditions.

Governance

The Role of the **"Way of Life"** focus group is to develop a unified work culture, so that all 264 colleagues follow a remit of upholding a moral understanding of ethical values, tolerance, accepting diversity at the workplace, caring for nature, the environment and society, championed through core ideals titled **"Show We Care"**, **"Celebrate Difference"**, **"Aim Higher"**, **"Work Better Together"** and **"Do the Right Thing"**.

