



Corporate Social Responsibility (CSR) and Community Relations Policy

Introduction

This policy outlines the commitment to corporate social responsibility (CSR) and proactive community engagement in alignment with the Petroleum Industry Act (PIA). It establishes a framework for addressing host community concerns, fostering trust, and contributing to sustainable community development while supporting the firm's public relations (PR) objectives.

1. Purpose and Scope

- To create and maintain positive relationships with host communities through meaningful engagement and collaboration.
 - To align CSR initiatives with community needs and the firm's PR campaigns.
 - To ensure compliance with the Petroleum Industry Act (PIA) in addressing host community concerns.
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2. Community Engagement Framework

2.1 Understanding Community Needs

- **Baseline Assessments:** Conduct regular assessments to understand the socio-economic, cultural, and environmental needs of host communities.
- **Stakeholder Consultations:** Engage community leaders, local authorities, and other stakeholders to ensure inclusive decision-making processes.
- **Feedback Mechanisms:** Establish channels for continuous feedback to address grievances and concerns promptly.

2.2 PIA Compliance

- **Host Community Development Trusts (HCDTs):** Work with oil and gas operators to support the establishment and operation of HCDTs in alignment with the PIA.
- **Local Participation:** Promote participation of host community members in projects and initiatives to foster ownership and collaboration.
- **Conflict Resolution:** Implement dispute resolution mechanisms to address tensions or disputes effectively and transparently.

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3. Corporate Social Responsibility (CSR) Programs

3.1 Alignment with PR Campaigns

- Design CSR initiatives that enhance the public image of energy clients while delivering tangible benefits to host communities.
- Use PR campaigns to amplify the impact of CSR projects through storytelling, media coverage, and digital content.

3.2 Focus Areas for CSR

- **Education and Capacity Building:** Support initiatives such as scholarships, vocational training programs, and educational infrastructure improvements.
- **Healthcare:** Partner with healthcare providers to deliver medical outreach, establish clinics, or sponsor health awareness campaigns.
- **Infrastructure Development:** Contribute to the development of essential infrastructure such as roads, water supply systems, and electricity in underserved communities.
- **Economic Empowerment:** Facilitate entrepreneurship programs, small business funding, and skill acquisition initiatives for host community members.
- **Environmental Sustainability:** Support programs that promote environmental conservation, including tree planting, waste management, and clean energy adoption.

3.3 Inclusive Participation

- **Local Employment:** Prioritize the hiring of community members for CSR projects to promote economic empowerment.
- **Youth and Women Empowerment:** Design programs that specifically target the inclusion and upliftment of women and youth in host communities.

4. Monitoring and Evaluation

4.1 Measuring Impact

- Develop Key Performance Indicators (KPIs) for each CSR initiative, such as the number of beneficiaries, infrastructure completed, or training programs conducted.
- Regularly assess the social and economic impact of CSR projects on host communities.



4.2 Community Feedback

- Conduct community satisfaction surveys to evaluate the effectiveness of CSR initiatives.
- Hold periodic town hall meetings to gather insights and address community concerns.

4.3 Reporting

- Publish annual CSR reports highlighting key achievements, challenges, and future plans to ensure transparency and accountability.
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5. Partnerships and Collaborations

- **Government Bodies:** Collaborate with local governments and regulatory agencies to align CSR programs with national development goals.
 - **Non-Governmental Organizations (NGOs):** Partner with NGOs and community-based organizations to implement programs effectively.
 - **Industry Operators:** Work with oil and gas operators to co-develop initiatives that align with the PIA's provisions and community needs.
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6. Crisis Mitigation and Communication

- Ensure CSR initiatives are designed to mitigate potential crises, such as community disputes or environmental issues.
 - Integrate CSR outcomes into broader crisis communication strategies to demonstrate commitment to social responsibility during emergencies.
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7. Consequences of Non-Compliance

- Failure to address community concerns or comply with the PIA may result in reputational damage, community unrest, and legal consequences.
 - Employees or contractors failing to adhere to this policy may face disciplinary actions, including termination.
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8. Conclusion

This policy reaffirms our commitment to sustainable community development, compliance with the PIA, and fostering positive relationships with host communities. By aligning CSR programs with community needs and PR campaigns, we aim to create shared value for stakeholders while supporting the growth of Nigeria's energy sector.

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