

Superior Homes Kenya Stakeholder Deductions Policy

Introduction:

Superior Homes Kenya is dedicated to fostering positive change in the communities we serve through our Corporate Social Responsibility (CSR) initiatives. This Deductions Policy outlines our approach to engaging our stakeholders in supporting our CSR efforts aimed at reducing school absenteeism among Kenyan girls resulting from a lack of menstrual pads and empowering girls through the Superior Homes Foundation.

Policy Details:

1. **Stakeholder Participation:** Participation in the Stakeholder Deductions Policy is required for all our stakeholders. This commitment to contribute is a fundamental part of your partnership with Superior Homes.
2. **Deduction Percentage:** Stakeholders are required to contribute a **minimum of 1%** of the value of **every invoice they supply to Superior Homes, i.e., taxable invoice amount (amount before VAT)**. The deducted amount will be allocated to support the Superior Homes Foundation's mission, specifically towards the purchase of menstrual hygiene products for girls supported by the Foundation.
3. **Commencement Date:** The Stakeholder Deductions Policy will be effective from **October 1st, 2023**, for any invoice raised from that period and will not affect prior invoices raised before October 1st, 2023.
4. **Transparent Utilization:** Participating stakeholders will receive quarterly reports detailing how their contributions have been utilized to make a tangible impact through the Superior Homes Foundation. These reports will provide transparency and accountability, demonstrating the direct social change their contributions have enabled.
5. **Monitoring Contributions:** We are committed to providing detailed information on how funds are utilized within the Superior Homes Foundation. Stakeholders can, therefore, monitor their investments through:
 - **Regular Updates:** Beyond quarterly reports, we will provide regular updates on our website and through our communication channels. These updates will highlight the achievements, milestones, and success stories made possible by the collective contributions of our stakeholders.
 - **Customized Reports:** Stakeholders who are keen to receive more tailored information on how their contributions are creating impact can request personalized reports. These reports can include specifics on the schools supported, the number of girls reached, and the progress of specific initiatives funded by their contributions.
 - **Site Visits:** Stakeholders who wish to gain firsthand experience of the Superior Homes Foundation's activities are welcome to schedule site visits. Witnessing the impact of their contributions in person can provide a deeper understanding of the meaningful change being driven by their support.
 - **Open Communication:** We value transparent communication with our stakeholders. For any inquiries or clarifications regarding the utilization of contributions, feel free to contact us through the email address communications@superiorhomes.co.ke.



6. **Flexible Contributions:** Stakeholders who are willing and able to contribute **beyond the minimum 1%** are encouraged to do so. Any additional contributions will further amplify the positive impact of the initiative.
7. **Career Mentorship Involvement:** We extend an invitation to participating stakeholders to become part of the career mentorship workshops for the Superior Homes Foundation. By sharing insights and experiences, stakeholders can play a pivotal role in shaping the aspirations and futures of young girls.

Stakeholder Benefits:

1. **Social Impact:** Participating stakeholders become integral to our efforts to support girls' education and uplift their lives. Their contributions directly affect the lives of young girls in our partner schools.
2. **Acknowledgment:** Stakeholders who choose to contribute will receive recognition for their valuable support.
3. **Collective Transformation:** By participating, stakeholders join hands with us to collectively drive positive change in the communities we serve. Their contributions play a vital role in enhancing education and menstrual hygiene access for young girls.

Incorporation in CSR Strategy and Framework: The Stakeholder Deductions Policy will be an integral part of Superior Homes' CSR strategy, demonstrating our commitment to sustainable change and community empowerment.

Confidentiality: Superior Homes recognizes the sensitivity of stakeholders' decisions regarding participation in the Stakeholder Deductions Policy. We assure complete confidentiality, respecting the privacy of your choice.

Non-Compliance: Failure to adhere to the Stakeholder Deductions Policy may lead to a re-evaluation of the stakeholder's standing with Superior Homes, potentially impacting their eligibility for future contracts and collaborations.



Stakeholder Deductions Policy Commitment Form

Stakeholder Information:

- **Stakeholder Business Name:** _____
- **Stakeholder Contact Person:** _____
- **Stakeholder Email Address:** _____
- **Stakeholder Phone Number:** _____

Commitment to Participate:

I, _____ [Stakeholder's Name], hereby commit to participating in Superior Homes Kenya's Stakeholder Deductions Policy, effective from **October 1st, 2023**.

I understand that my participation is fundamental to our partnership. I pledge to contribute a minimum of 1% of the value of every invoice supplied to Superior Homes, i.e., taxable invoice amount (amount before VAT) to support the Superior Homes Foundation's mission, particularly the procurement of menstrual hygiene products for girls.

I acknowledge that I will receive reports on my contributions' utilization and can actively monitor my investments for transparency.

Stakeholder Signature: _____ Date: _____

For Superior Homes Kenya Confirmation:

We, Superior Homes Kenya, confirm our commitment to the Stakeholder Deductions Policy. We appreciate your dedication to our shared mission and look forward to a successful partnership.

Signature: _____ Date: _____

Your commitment is greatly appreciated. Together, we can create a meaningful impact on the lives of young girls and our communities.