

As a responsible corporate citizen of the UAE, the principal aim of CBD is to remain commercially viable and competitive in order to serve the needs of its stakeholders especially its employees and the community. The Bank firmly believes in taking responsibility for all the effects of its business: financial, social, environmental and that of its human capital. CBD's CSR framework comprises the following *four* areas:

- 1) **Governance and Transparency**
- 2) **Employees**
- 3) **Society and Culture**
- 4) **Environment and Sustainability**

Governance and Transparency: The Bank ensures corporate governance through various Board and Management committees, a robust risk management framework, and structured policies and procedures. The Bank proactively seeks to be a forerunner in transparency and disclosure by and at times, exceeding regulatory norms.

Employees: The Bank has a proactive Emiratization strategy that covers the entire employment life-cycle of UAE Nationals. A structured training and development framework is in place to assist these employees to achieve their full potential. The success of CBD's Emiratization strategy can be evidenced not just from the Emiratization ratios, also mainly from the fact that UAE nationals are in leading management positions in the organization.

Since 2008, the Bank has been following the applicable element of social accountability 8000, the international workplace standard, to provide good working conditions for its employees.

Society and Culture: The Bank supports many sections of the society through various structured programs and initiatives. Charitable donations are made to the truly under-privileged in the local community, especially in the area of Special Needs.

In addition, the Bank creates awareness on health issues that are significant to the UAE, especially diabetes and obesity. To promote fitness and a healthy lifestyle among the youth of the UAE, the Bank launched the "CBD Youth Athletics Competition" in 2012, which saw nearly 1,000 students from various public, private and international schools in Dubai taking part in various track and field athletic disciplines. The 2013 event grew in size with more than 1,650 students from 65 schools taking part in the high profile competition. The event which helped to spot young Emirati talent was very well received by the participants, schools, public, media as well as the governing bodies for sports in the country.

The Bank sponsors cultural activities across the UAE in order to promote and celebrate the UAE traditions and its art and culture. The Bank is a principal sponsor of many horse races in the UAE, especially the Dubai International Racing Carnival.

Environment and Sustainability: CBD's commitment to protecting the environment is evident in the internal measures taken to conserve energy, water and paper, as well as the external awareness initiatives championed by the Bank. In partnership with the Emirates Environment Group, the bank has championed the cause of a clean and green environment since 2010, through initiatives such as the Clean Up UAE.

Accreditation and Recognition: In September 2012, CBD was awarded the prestigious **CSR Label** accreditation by the Dubai Chamber of Commerce and Industry for the second year in running, in recognition of its performance as a responsible corporate citizen in accordance with international best practices. The diagnostic framework of the CSR Label has helped CBD refine and improve its CSR strategy, policies and practice, in line with international best practices.

United Nations Global Compact (UNGC): In 2010, CBD became one of the few banks in the region to become a signatory to the UNGC. The UNGC is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption.