

## **ENVIRONMENT AND SOCIAL POLICY**

We, the Kairos Group of Companies, are committed to conducting business according to the highest standards of integrity, in strict compliance with applicable laws and regulations. This document contains our Environmental and Social (E&S) framework covering topics such as health, safety, the environment, human and labour rights, and communities.

We are committed to :

### **1. Legal Compliance**

Manage our operations, equipment and business activities in compliance with all applicable laws and regulations.

### **2. Risk Management**

Assessing and mitigating risks posed by our business activities to an acceptable level to ensure safety for staff and the social communities around us, and to protect the environment in which we operate.

### **3. Leadership, and Training**

Lead by example, encourage people to intervene, report unsafe and/or illegal situations whether directly involved or not. Where required, to furnish appropriate and ongoing E&S information, training and supervision to employees, contractors and visitors to enable them to carry out their duties/visits safely.

### **4. Management Systems**

Establish, where appropriate, management systems to cover:

- i. Personal and process safety risks
- ii. Provision of suitable personal protective equipment (PPE), sanitary facilities, first aid kits and drinking water
- iii. Environmental protection
- iv. Health risks and exposure to potential health hazards

- v. Security related topics
- vi. Complaints and grievance management
- vii. Alcohol and drug testing
- viii. Selection and management of contractors and suppliers

## **5. Human Rights**

Respect Human Rights as defined in the Universal Declaration of Human Rights, and to resist forced labour and child labour.

Ensure a diverse and inclusive workplace, free from any form of discrimination. No physical or verbal abuse or harassment will be tolerated. Every staff shall have a safe environment in which to work.

Comply with all applicable laws and regulations governing working hours, conditions and remuneration.

Respect employees' rights to join, form or not to join a labour union and commit to bargaining in good faith with their representatives.

## **6. Stakeholder Engagement and Communication**

Engage relevant stakeholders to ensure awareness and understanding of our governance frameworks, and to ensure that there is a channel for feedback to be received.

## **7. Incident Reporting and Management**

Put in place a process to report, investigate and learn from E&S incidents and high potential near misses to ascertain root causes and avoid re-occurrence.

The framework covers the activities of all employees, (sub)contractors and other stakeholders working for Kairos. We encourage business partners and stakeholders to act in accordance with this framework or a similar standard.