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## **INTEGRATED ENVIRONMENTAL, SOCIAL, OCCUPATIONAL HEALTH AND SAFETY POLICY**

The BioTherm Energy (Pty) Ltd Project's core objectives are to:

- I. Develop and operate our renewable energy facilities in order to generate sustainable energy that facilitates national economic development; and
- II. Manage the associated environmental and social risks and impacts in accordance with the principles of sustainable development, applicable legal requirements, relevant international standards and recognised good industry practice.

To this end, we undertake to act responsibly to discharge our disputes and obligations, protect life, health and the environment, and respect the human rights and dignity of all our stakeholders. We have also articulated the following range of specific commitments to help us meet expectations and guide our management towards achievement of appropriately high levels of environmental and social performance throughout the Project's life cycle.

### **Ethical Business**

BioTherm Energy (Pty) Ltd recognises its obligations to ensure it maintains business integrity standards in line with its legal and moral obligations and has defined its expectations for the ethical conduct of managers and staff.

### **The Environment**

BioTherm Energy (Pty) Ltd recognises that a responsible business strategy for mitigating the various environmental issues resulting from our activities is essential to its long term success and to the well-being of our stakeholders. Our organizational culture embraces the following environmental values and guidelines:

- Incorporate respect for the environment and management of environmental and social aspects in all phases of business processes throughout the value chain and

ensure that everyone involved, including suppliers, has the necessary and adequate skills to fulfil their purpose;

- Implement and maintain best practice environmental and social management systems for our project;
- Foster relations with authorities and other stakeholders on ethical principles of transparency and integrity;
- Constantly improve environmental and social performance, especially in the prevention of pollution and minimization of impacts over all facets of the environment through the effective management of aspects;
- Implement effective and transparent auditing to check level of compliance of our project;
- Comply with the requirements of project-specific authorizations and permits as well as applicable environmental legislation;
- Manage the impact on biodiversity and conservation of our business activities;
- Promote knowledge and the dissemination of good practices in the environmental and social field internally; and
- Carefully manage our natural resources and improve energy efficiency.

### **Local Communities and Wider Society**

BioTherm Energy (Pty) Ltd recognises the business imperative of developing mutual respect and trust with all our stakeholders and particularly those living locally amongst communities affected by our Project. BioTherm Energy (Pty) Ltd is committed to ensure that the construction and operation of the facilities has minimal impact on the communities within the project footprint, and especially those communities that may be vulnerable, marginalised, disadvantaged and that the Project neither harm nor threaten the sustainability of local communities.

### **Occupational, Community Health & Safety**

BioTherm Energy (Pty) Ltd recognises its obligations under South Africa's Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) and other relevant legislation and in regard to the international standards being applied to the Project. BioTherm Energy (Pty) Ltd is fully committed to meeting international best occupational health and safety practice in order to minimise the risk of harm and integrating health and safety across its business practices.

BioTherm Energy (Pty) Ltd will achieve its obligations by:

- Conducting our business with respect and care for people;

- Implementing appropriate environmental, social, health and safety management systems which includes having in place all relevant legal appointments, adequate and appropriate supervision, ensuring that appropriate hazard identification and risk assessments are done, that there is adequate provision of personal, protective equipment, monitoring and reviewing all non-conformances with standards and ensuring corrective action is promptly taken whenever necessary;
- Continually improving our health and safety performance by establishing safety and environmental goals and the business plans necessary to achieve these goals;
- Complying, as a minimum, with all applicable legal and other agreed requirements;
- Provide accurate and timely measurement and reporting performances and non-conformances;
- Promoting dialogue with stakeholders about health and safety performance;
- Informing and appropriately training all employees and contractors on health and safety matters;
- Responding effectively to health and safety emergencies involving our activities; and
- Integrate safety and environmental considerations into investment decisions, the design of services and products, and in dealing with suppliers and contractors;
- Require all employees, suppliers and contractors to adhere to standards and provide management commitment to health and safety;
- As far as reasonably practicable, providing appropriate resources required to implement the above;

## **HIV & AIDS**

BioTherm Energy (Pty) Ltd is fully committed to establishing a business that promotes a non-discriminatory and supportive environment to people affected by HIV & AIDS. HIV-positive employees will be protected against unfair discrimination, victimisation or harassment. BioTherm Energy (Pty) Ltd recognises the sensitive issues that surround HIV & AIDS and undertakes to handle matters in a discreet and private manner.

BioTherm Energy (Pty) Ltd will promote awareness and education programmes to inform employees about HIV & AIDS which will enable them to protect themselves and others against infection by HIV. BioTherm Energy (Pty) Ltd further recognises the importance of involving employees and their representatives in the planning and implementation of awareness, education and counselling programmes, especially as peer educators and counsellors.

## **Social Economic Development (SED)**


BioTherm Energy (Pty) Ltd is fully committed to maximising its contribution to sustainable development, minimising negative environmental and social impacts while pursuing positive development outcomes, especially for those living within and around the facility area.

## **Management System Approach to Sustainability**

BioTherm Energy (Pty) Ltd shall maintain a dynamic Environmental, Social, Health and Safety Management System (ESHSMS) to ensure Project compliance with all applicable social, employment, health and safety, environment and other laws, regulations, authorizations and permit conditions. The ESHSMS shall address the expectations and standards of our Lenders and the Project Sponsors.

BioTherm Energy (Pty) Ltd shall communicate its Policies to its employees, its contractors and their workforces, and to its business partners. BioTherm Energy (Pty) Ltd will ensure that its Policies and specific commitments are fully understood and duly complied with in the execution of Project-related activities throughout the life of the energy farm.

BioTherm Energy (Pty) Ltd shall monitor and report progress against our policy commitments and review performance on a periodic basis to correct any deficiencies and to improve the ESHS MS and/or the business activities it covers.



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Jasandra Nyker

**Chief Executive Officer**

16 July 2019

Date: