

POLICY NAME	Sustainability Policy		POLICY NO.	
EFFECTIVE DATE	1 st January 2024	DATE OF LAST REVISION	VERSION NO.	
ADMINISTRATOR RESPONSIBLE			CONTACT INFORMATION	
APPLIES TO all employees, contractors, vendors, and third-party service providers engaged by Sasini PLC.				

VERSION REVISION HISTORY				
VERSION	Reviewer	REVISION DATE	DESCRIPTION OF CHANGE	Approver

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1 Introduction

At Sasini PLC, we recognize the importance of sustainable practices in ensuring the long-term success and well-being of our company, our stakeholders, and the environment. Our commitment to sustainability is reflected in our efforts to minimize our environmental footprint, promote social responsibility, and drive economic growth. Through this policy, we aim to integrate sustainable principles into every aspect of our operations, fostering a culture of continuous improvement and innovation.

Our sustainability strategy is rooted in our fundamental values of integrity, innovation, sustainability, and community impact. It aligns with the United Nations Sustainable Development Goals (SDGs) and adheres to Environmental, Social, and Governance (ESG) best practices. We believe that by prioritizing sustainability, we can create lasting value for our community and future generations.

2 Purpose & Scope

The purpose of Sasini PLC's sustainability policy is to establish a framework that guides us to operate in an environmentally, socially, and economically responsible manner. This policy aims to integrate sustainable practices into all aspects of our business operations, ensuring that we contribute positively to the environment, society, and the economy while achieving our corporate goals.

This policy establishes a structured framework to ensure that sustainability principles inform decision-making across all business operations and departments. It formalizes Sasini PLC's commitment to climate adaptation, resilience, responsible resource use, social equity, and robust governance. The policy is applicable to all Sasini PLC's "the company" and all its subsidiaries' employees, suppliers, customers, and key stakeholders.

3 Policy Statement

Sasini aims to take a leadership approach on best-in-class sustainability practices in governance, strategy development, risk management and reporting to fulfil this ambition. Sustainability is an evolving topic, with certain issues growing in importance over time. As such we expect the Company's sustainability approach to evolve over time, reflecting the issues of greatest relevance, underpinned by a commitment to continuous improvement.

To ensure the Company adopts and maintains an effective approach that remains relevant and commensurate with its mission and vision, Sasini must be able to demonstrate the following minimum requirements:

- The company must operate an effective governance structure, both at Board and Executive Management level, to ensure there is adequate direction, accountability, oversight, and delivery of the Company's sustainability approach.

- Ensure the Company's sustainability approach is aligned with relevant international frameworks and standards such as, but not limited to, the UN Global Compact Principles, the UN Sustainable Development Goals, and the national laws and regulations.
- The Company must comply with all sustainability-related legal requirements in all applicable jurisdictions. These requirements include but may not be limited to issues such as environmental protection, employee relations, diversity and inclusion, human rights, and sustainability disclosures.
- Sasini's sustainability approach must include action on the Company's sustainability material issues. These are environmental, social or governance (ESG) issues which are of significant impact to the business and its stakeholders. Sasini Plc will always demonstrate how material issues are identified and assessed over time.
- Sustainability risks must be embedded into Sasini's Enterprise Risk Framework to ensure that relevant risks are identified, and appropriate controls are in place to mitigate or manage them in line with the Company Risk Management Framework.
- The Company must have a defined sustainability strategy, with clear aims and objectives, which is approved by the Board and with clear targets set out across the different departments.
- Sasini will monitor its performance in relation to its sustainability strategy, using appropriate metrics and key performance indicators which provide a clear reflection of the Company's sustainability performance.
- Review the Company's sustainability strategy regularly to ensure it remains appropriate for the Company's ambition and is focused on those sustainability issues which are material to the Company and its stakeholders.
- Sasini must publicly disclose the Company's performance in relation to its sustainability programs, providing a fair and balanced account of performance, at least annually. These disclosures include but may not be limited to the annual sustainability report.

4 Governance Mechanism

The Board will oversee the development and implementation of Sasini PLC's sustainability strategies. Their responsibilities include providing strategic direction for the company's sustainability programs and performance, considering relevant risks and opportunities. Additionally, the Board will ensure compliance with sustainability-related regulatory requirements, monitor progress against goals and targets, and review the company's sustainability disclosures.

The sustainability policies, focus areas, and KPIs outlined in this document are subject to revision based on emerging risks and opportunities, as deemed appropriate by the Board.

5 Stakeholder Engagement

Sasini acknowledges its responsibility to ensure that the interests of all stakeholders are taken into consideration while taking decisions. The Company is committed to developing systems, processes, and mechanisms to understand stakeholder expectations and concerns, and redress their grievances in a fair and constructive manner. Additionally, the Company is committed to treating all its stakeholders as partners to create long-term sustainable business relationships with them.

Sasini PLC will actively engage its stakeholders on environmental, social, and governance (ESG) topics. The Sasini Sustainability Framework will be periodically updated to reflect evolving stakeholder aspirations and expectations. The company will conduct a structured materiality assessment to identify key ESG topics at least once every three years

6 Focus Areas

The Sustainability focus areas weave together the outcome of the materiality assessment and the strategic direction of the Company. The focus areas will be periodically reviewed in the context of evolving business strategy and stakeholder aspirations. The review process may involve internal and external stakeholder consultation. The sustainability focus areas derived through a materiality assessment are elucidated below:

6.1 Corporate Governance

Sasini believes that ambitious standards of corporate governance combined with ethical and transparent business processes lead to greater effectiveness and efficiency, and superior business outcomes. The Company's corporate governance processes comply with the Companies Act, 2015 and other regulatory guidelines.

The Company is committed to ensuring integrity and accountability in the functioning of its Board and management. The Company will ensure diversity with regards to experience, knowledge, education, skills, perspectives, geography, culture, age, and gender among the members of the Board. The Company's Policies on environmental, human rights and sustainable supply chain should be read complementarily with this policy to ensure that its applicability is meaningful and impactful in line with implementing sustainability holistically.

Sasini Code of Ethics form the foundation of the Company's commitment towards entrenching transparency, responsibility, and accountability in business processes. The Company will remain committed to institute ethically sound principles through its Code(s) of Conduct that cover inter-alia Services, Shareholders, Business Partners, Corporate Social Responsibility, Environment, Business Integrity, and Conflict of Interest.

6.2 Environmental Stewardship

Sasini recognizes that the long-term health of our business is directly connected to the health of the planet and local communities. We remain focused on sourcing environmental solutions that will lessen our footprint, while serving as an example to our peers. As part of our ongoing efforts, we focus on the following initiatives:

- Commitment to continually reducing our carbon footprint through the adoption of technology and transitioning to renewable energy.
- Evaluation of the environmental impacts of Sasini's products, operations, and facilities, with a commitment to minimizing impacts and restoring affected properties.
- Enhancement of employee environmental performance through detailed policies, procedures, training, and recognition of excellence.
- Efficient use of natural resources to minimize waste generation, including efforts in recycling, innovation, and pollution prevention. We will continuously reduce waste by adopting circular economy practices and accelerating partnerships that support sustainable waste management, including reducing, recycling, and reusing.

- Setting targets for responsible environmental management and remaining committed to continual improvement by implementing programs that address significant environmental aspects.
- Measurement of environmental performance through a framework to set and review objectives and targets, and audit progress.
- Integration of environmental responsibilities and considerations into daily operations and business decision-making processes.
- Commitment to emergency preparedness and response to minimize potential environmental impacts from day-to-day operations.
- Promotion of effective environmental management by our suppliers and contractors.
- Compliance with all applicable environmental laws and regulations.
- Assessment and capacity-building for our stakeholders to improve their environmental management and performance.

6.3 Social Leadership

As an employer of choice and corporate citizen, we believe we have a duty to accelerate social opportunities and spaces for our stakeholders to thrive. Our social leadership is squarely hinged on recognizing human rights in line with the national and international laws, regulations, and frameworks. Our social underpinning is governed by our human rights policy. We have zero tolerance on child labour, bonded labour, forced labour, human trafficking, and modern slavery. In line with our vision of becoming the leading sustainable agribusiness in Africa.

6.3.1 Health, Safety and Well-being

Sasini has a dedicated efforts that promote health, safety, and well-being of its employees. The health and safety initiatives include operational and administrative measures to safeguard the good health and well-being of employees.

6.3.2 Volunteering

Sasini encourages its employees to contribute towards social good and has an initiative for employee volunteering.

6.3.3 Grievance Redressal

The Company continuously deploy adequate grievance redressal channels, including whistle blower mechanism, to address employee concerns and feedback. The Company's whistle blower policy provides details of the governance and management of concerns raised through the whistle blower channel.

7 Measurement & Performance Tracking

Sasini will track sustainability progress using Key Performance Indicators (KPIs) such as:

- GHG emissions reduction progress (measured annually).
- Water and energy efficiency improvements across operations.
- Waste reduction and recycling rates aligned with circular economic goals.
- The number of smallholder farmers supported in sustainability programs.
- Employee ESG training in participation and engagement rates.

8 Communication & Reporting

- Quarterly internal ESG performance updates for leadership review.
- Annual sustainability reports with third-party verification.
- Stakeholder transparency through Sasini's website, investor briefings, and ESG disclosures.
- Employee training programs on ESG principles to build sustainability awareness.

9 Effect and Review

This policy comes into effect from January 1st, 2024. This policy will be reviewed annually, or when significant changes occur, to ensure its continuing suitability, adequacy, and effectiveness.

10 Related Policies

Human Resources Policies & Procedures Manual

Risk Management Policy

Environmental Management Policy

Stakeholder Engagement Policy

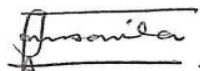
Diversity & Equity and Inclusion Policy

Human Rights Policy

Child Labour Policy

11 Approvals

Approved this1st..... day of.....January 2024.....



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Group Managing Director