

OLYMPIA CAPITAL HOLDINGS PLC

SUSTAINABILITY POLICY





Olympia Capital Holdings Plc

Sustainability Policy

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1. Policy Statement

It is Olympia Capital Holdings Plc's (hereinafter "OCHL") policy to ensure that our businesses are operated responsibly, providing due consideration to customers, staff, suppliers, and the wider community. It is for this reason that OCHL strives to ensure that corporate social responsibility underpins business operations at every level.

OCHL recognizes that Corporate Sustainability (hereinafter "Sustainability") issues are of increasing importance to its stakeholders and are fundamental to the continued success of the Company's businesses.

2. Policy Objective

As a listed company in Kenya, we believe that our success is not only measured by our financial performance but also by the positive impact we make on society and the environment. Therefore, we are committed to practicing sustainability in all our operations.

This policy aims at ensuring that OCHL exercises its goal of being a responsible corporate entity by pursuing business responsibly, in a manner that is mutually beneficial to the Company and its key stakeholders. It's also aimed at encouraging staff to take part in Sustainability initiatives aimed at improving the standards of living of the communities around its various stakeholders.

3. Policy Application

The policy applies to all staff of OCHL and its principles apply in all areas of OCHL business.

4. Policy Principles, Business Ethics, and Transparency

OCHL will ensure that all matters of sustainable operations align with the Company's vision and values, and are considered and supported in its day-to-day operations.

OCHL is committed to maintaining the highest standards of integrity and corporate governance practices towards maintaining excellence in its daily operations, and to promoting confidence in our governance systems.

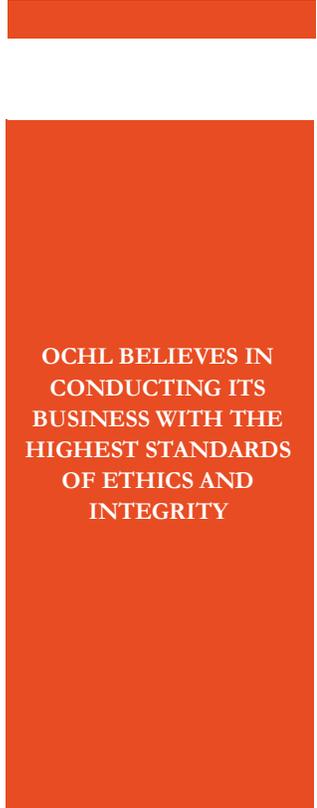
OCHL is committed to being recognized as an active participant in Sustainability and acknowledges that in doing so, the Company will add significant value for its shareholders and stakeholders.

OCHL will advise its partners, contractors, and suppliers of its Sustainability Policy and work with them to encourage them to be consistent and compliant with it.

To that end, OCHL's **Sustainability objectives** are as follows: -

- i) To conduct our business responsibly and sustainably, complying with all applicable laws and regulations.
- ii) To ensure the health and safety of our employees, customers, and other stakeholders.
- iii) To minimize the environmental impact of our operations by implementing sustainable practices.
- iv) To contribute to the development of the communities where we operate by supporting social and economic development initiatives; and
- v) To engage and communicate with our stakeholders, including employees, customers, suppliers, shareholders, and communities, and address their concerns and expectations.

OCHL believes in conducting its business with the highest standards of ethics and integrity. Therefore, we will uphold ethical business practices, including but not limited to: (i) uphold high standards of corporate governance and transparency in our business operations, (ii) avoid engaging in corrupt or fraudulent practices, (iii) respect the intellectual property rights of others; and (iv) uphold fair business practices and avoid engaging in anti-competitive behavior.



5. Employee Relations

OCHL will respect the rights of employees by providing good conditions of work, providing equal opportunities, improving employee satisfaction, and, through training and development, enhance the company's intellectual capital.

OCHL will allow time out for staff to enable them to participate in the Company's Sustainability activities. In this regard, a specific number of days in a year will be provided to staff to participate in such activities and the same will be considered as part of their annual performance appraisal. To facilitate business continuity, a staff member wishing to take time off to participate in OCHL Sustainability activities will be required to seek approval from their line managers/supervisors and apply for the days in line with the standing Human Resource policy and practice.

OCHL will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

OCHL will ensure that employees are treated fairly and with dignity and consideration for their goals, aspirations, and diversity.

6. Customer Relations

OCHL will be responsive to customer needs by providing high-quality customer service. OCHL will treat suppliers fairly throughout the entire supply chain associated with their businesses.

7. Supporting Community Development

The OCHL Sustainability Policy stresses collaborative, consultative, and partnership approaches in support of community development. OCHL will contribute to enhancement of the communities' quality of life by supporting innovative programs in health, education, environmental conservation, economic empowerment, water, arts and culture, sports and emergency response through the OCHL Sustainability initiatives.

OCHL will, when applicable, integrate community development considerations into decision-making and business practices, and will assist in local capacity building to develop mutually beneficial relationships with stakeholders and their communities.

8. Environment Health & Safety

**OCHL IS COMMITTED
TO PROTECTING THE
HEALTH AND SAFETY
OF ALL INDIVIDUALS
AFFECTED BY OUR
OPERATIONS**

OCHL will manage its business activities following environmental health and safety regulations to minimize the risk of accidents, pollution, waste, and nuisance to its neighbors. OCHL will take its environmental responsibilities seriously, believing that responsible environmental activity is in the interests of both the Company's business and the communities in which its businesses operate.

OCHL is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors and the public. OCHL will provide a safe and healthy working environment and will not compromise the health and safety of any individual.

All employees are responsible and accountable for contributing to a safe working environment, fostering safe working attitudes, and operating in an environmentally responsible manner. Therefore, we will undertake initiatives to reduce our environmental impact, including but not limited to: -

- i) Reduce greenhouse gas emissions and energy consumption by adopting energy-efficient practices and renewable energy sources, and promoting conservation.
- ii) Minimize waste generation and implement proper waste management practices; and
- iii) Encourage the use of sustainable resources and minimize the use of non-renewable resources.

9. Stakeholder Relations

OCHL will engage stakeholders openly, honestly, and respectfully. OCHL is committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers, employees, national/county government, regulators, and landowners/landlords, among others.

10. Legal Compliance

OCHL will comply and adhere to the laws of the country.

11. Human Rights

OCHL recognizes that it has the primary responsibility to promote and protect human rights. OCHL will not tolerate human rights abuses and will not engage or be complicit in any activity that solicits or encourages human rights abuse. This will include respect for cultures, customs, and values of individuals, groups, communities and stakeholders that relate with the Company.

12. Implementation

OCHL will implement this Sustainability policy by: -

- iv) **Establishing a Sustainability committee** to oversee the development and implementation of our Sustainability strategy and initiatives.
- v) Conducting **regular assessments** of our impact on the environment and society and developing action plans to improve our performance.
- vi) Providing **training and awareness** programs to our employees on Sustainability and sustainable practices.
- vii) **Implementing sustainable practices** in our operations, such as reducing waste, conserving energy, and minimizing emissions.
- viii) **Supporting social and economic development initiatives**, such as education, health, and community development, through partnerships with local organizations and government agencies.
- ix) **Engaging and communicating** with our **stakeholders** through regular dialogue, feedback mechanisms, and reporting on our Sustainability performance.

13. Monitoring and Reporting

OCHL will monitor and report on our Sustainability performance regularly through: -

- i) Measuring and reporting on our environmental impact, including energy consumption, emissions, waste management, and water usage.

- ii) Reporting on our social and economic development initiatives, including contributions to education, health, and community development.
- iii) Reporting on our engagement with stakeholders and addressing their concerns and expectations; and
- iv) Conducting regular reviews and evaluations of our Sustainability strategy and initiatives to ensure their effectiveness.

14. Amendments

OCHL **will continue to improve** its Sustainability performance and engage with our stakeholders to address their concerns and expectations. This policy can be modified based on the company's specific needs, circumstances, and feedback from stakeholders.

Any proposed changes to this policy will be approved and amended by the Board from time to time and communicated to staff.

15. Effective Date

This policy is effective immediately.

Last update and review: March 7, 2024