

SAMEER AFRICA PLC

ENVIROMENTAL, SOCIAL & GOVERNANCE(ESG) POLICY

Adopted on

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1.0 INTRODUCTION.

Sameer Africa Plc (herein referred to as “Sameer”) is aware of the environmental, social risks and governance matters associated with business activities that can create a bad reputation to the Company. Sameer is committed to ensuring compliance with the environmental, social and governance responsibility (ESG) policy.

2.0 PURPOSE

The purpose of this policy is to create a healthy environment while remaining socially responsible and equitable to the company’s customers, business partners, employee’s shareholders, stakeholders and the community around, by being innovative with regard to real estate solutions. This will inform every aspect of the company’s business, including how we design and build new projects and operate the company’s portfolio.

3.0 SCOPE

The policy applies to all employees, tenants, business partners, shareholders and stakeholders.

4.0 RESPONSIBILITY

The Board will be responsible for the oversight of the policy.

5.0 DEFINITIONS

“Sameer” shall mean Sameer Africa PLC.

“Company” shall mean Sameer Africa PLC.

“Board” shall mean the Board of Directors of Sameer Africa PLC.

6.0 POLICY PILLARS

The policy has three key pillars namely;

- a. Environmental pillar
- b. Social pillar
- c. Governance pillar

7.0 ENVIRONMENTAL PILLAR

The environmental pillar will focus on the environment while ensuring that Sameer is committed to a sustainable and clean environment. In doing so, Sameer undertakes to achieve the following;

1. To ensure it reduces energy consumption, carbon emission, water usage and waste elimination which has an impact on the business and the surrounding areas.
2. It shall ensure that there is adequate usage and efficiency of energy in all its premises.
3. It will ensure that a climate strategy is prepared which will outline how to address the situation of climate change leading to flooding or emission of carbon.
4. To prepare a policy on how waste in the company will be eliminated and handled in accordance with the law which will cover all the premises of the company.
5. To ensure usage of energy-efficient lighting and appliances, water-efficient fixtures and recycling programs.
6. Water consumption initiatives shall be introduced which shall include water-efficient fixtures, irrigation controls and drought-resistant landscaping and plants.
7. Environmental performance reporting will be done on a regular basis to the relevant local authorities in particular, the company shall comply with the Environmental Management Coordination Act (EMCA), 1999 and the Occupational Health & Safety Act, 2007.
8. It shall ensure all its tenants and business clients maintain the relevant environmental and social standards.
9. Utilize the resources available such as the leasing of the roof to harness energy while creating revenue for the company and use of the available land for the benefit of the company.

8.0 SOCIAL PILLAR

Under the social pillar, Sameer will strive to be an optimal employer to its workforce, while upholding good working relations as a landlord to its tenants, as well as a valued partner to the community around the company. In achieving this, Sameer will aim at achieving the following;

1. Hiring and retaining the best talent and create a safe and inspiring workplace where all the employees will feel valued.
2. Offer competitive compensation and benefits to all regular full-time employees, including but not limited to retirement benefit plan scheme, medical cover and group cover scheme.
3. Encourage employees to be creative, innovative and to collaborate with one another which in turn shall be rewarded.

4. An open-door policy will be maintained to encourage direct communication to resolve issues and concerns in an expeditious manner among all the employees.
5. Events, such as a Christmas party and team building will be held annually in order to create a cordial working relationship among the employees.
6. Management will hold meetings every month where staff are briefed about the company, share together and celebrate each other's birthdays.
7. Professional growth for employees at all levels of the company through annual performance reviews, training and professional development opportunities will be undertaken.
8. Safety of all employees, tenants, and vendors will be of the utmost importance to the company. Sameer shall adhere to safety standards across the entire Sameer complex.
9. The company shall conduct various health seminars and health camps to ensure all the employees are a living a healthy life.
10. A health and safety committee which shall meet regularly to evaluate all health and safety matters of the company shall be established and all employees will be required to undertake safety training.
11. Diversity is integral to the entire process of recruitment in the company. Therefore, Sameer will not discriminate based on gender, age, ethnicity or cultural background while recruiting for any position and an equal opportunity will be given to all employees or potential employees of the company.
12. Diversity and inclusion will apply to the highest level of the company, including at the Board level, where the Board recognizes that diversity strengthens Board performance and promotes long-term shareholder value.
13. The company shall maintain a positive workplace, free from discrimination and harassment where there is equity and mutual respect for one another and where there is fairness and equality.
14. The company will be involved in supporting and reaching out to the needy persons and communities around the company by regularly donating to them.

9.0 GOVERNANCE PILLAR

Good governance is essential to creating and preserving value for the company's shareholders and stakeholders. Sound approach to corporate governance comprises of having policies,

procedures, processes and structures, applicable laws, rules, regulations as well as adherence to the company values. Sameer will ensure that;

1. There is transparency and accountability to all company's customers, shareholders, stakeholders and partners.
2. Conduct ourselves in highest business ethical standard and ensure that Sameer is a corruption and bribery free zone by having policies in place which do not encourage corruption and bribery. The company will ensure there is adequate and clear communication with its customers, stakeholders and business partners at all times.
3. Sameer will ensure there is fair work place environment for all employees, stakeholders and business partners.
4. The company's corporate governance policies outline the key principles of leadership and responsibilities to help the Directors and Management to serve the company selflessly and enhance stakeholder value.
5. The company will comply with all laws and regulations in Kenya and in particular, the Code of Conduct of Corporate Governance Practices for Issuers of Securities to The Public and policies that are in force.
6. The company has an effective and highly skilled Board of Directors with three committees: Audit, Risk and Corporate Governance Committee, Nomination and Remuneration Committee and Finance, Strategy and Investment Committee which will ensure effective leadership of Sameer.
7. The Board of Directors is independent and embraces diversity which includes skills, experience, gender, ethnicity, and race.
8. The company shall endeavor to take an active and positive social responsibility reaching out to the community around Sameer and beyond as guided by the policy in place.

10.0 APPLICATION AND REVIEW

This policy will be effective on approval by Sameer Africa Plc Board and will be subject to regular reviews but not less than once in every two years or as applicable.

Chairman

Audit, Risk and Corporate Governance.....

Managing Director.....

Board Chairman.....

Dated this Day of.....2023