



garneton north

INNOVENT-CEC GARNETON NORTH SOLAR LIMITED

Environmental and Social Policy

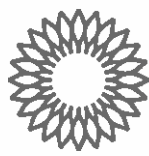
Innovent-CEC Garneton North Solar Limited is a registered independent power producer (IPP) in Zambia, comprising a diverse group of shareholders from across the globe. Our core mission is to support our clients' energy needs by generating renewable energy through advanced Solar PV plants.

At Innovent, we are committed to sustainable development by operating in a manner that minimizes environmental impacts and safeguards the health and safety of our employees and surrounding communities. We are dedicated to protecting human life, promoting social well-being, and enhancing the value of the communities in which we operate.

Central to our operations is the unwavering respect for human dignity. We conduct our business with fairness and equity, upholding our social responsibilities as both a direct and indirect employer while steadfastly respecting the human rights of all our stakeholders.

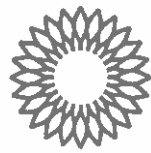
Innovent-CEC Garneton North Solar Limited is committed to:

1. Legal and Regulatory Compliance
 - ❖ Adhere to all applicable local, national, and international environmental laws and regulations, including Zambia's Environmental Management Act.
 - ❖ Regularly review and update compliance requirements to reflect new legislation and best practices.
 - ❖ Ensure compliance to IFC Performance standards, AfDB Operation safeguards requirements and any international standard or best practice that lenders will require us to subscribe to.
2. Continuous Improvement and Performance Monitoring
 - ❖ Establish and maintain an ESMS that incorporates scheduled audits, performance reviews, and management reviews.
 - ❖ Define measurable environmental and social performance targets and monitor progress continuously.
 - ❖ Commit to periodic policy review and continuous improvement based on stakeholder feedback and evolving best practices.
3. Resource Efficiency and Pollution Prevention
 - ❖ Optimize raw material usage through the best available technologies and avoid wastage.
 - ❖ Implement strict measures to prevent releases of pollutants into air, water, and land. Regularly assess potential environmental risks and introduce corrective actions.
4. Climate Change Mitigation and Biodiversity Conservation
 - ❖ Commit to reducing greenhouse gas (GHG) emissions via energy efficiency improvements, renewable energy utilization, and carbon reduction initiatives.
 - ❖ Integrate climate adaptation measures into our operational planning.
 - ❖ Protect ecosystems by avoiding deforestation and wetland disturbance. Where impacts are unavoidable, implement a mitigation hierarchy and ensure no net loss through habitat restoration and biodiversity offsets.
5. Management of Waste and Hazardous Materials



- ❖ Ensure waste is managed in line with local legal requirements prescribed in the Environmental Management Act, 2011 and the Solid Waste Regulation and Management Act, 2018, IFC guidelines and international best practices.
 - ❖ Develop a comprehensive waste management plan emphasizing waste reduction, reuse, recycling, and environmentally sound disposal.
 - ❖ Handle, store, and dispose of hazardous substances in accordance with Safety Data Sheets (SDS) and international guidelines.
 - ❖ Provide continuous training on proper waste classification and the safe handling of hazardous materials.
6. Respect Labor Standards and Human Rights
- ❖ Uphold fair labor practices by ensuring equitable remuneration, non-discrimination, and equal opportunity for all employees. Promote fair working conditions as guided by local regulations and international best practices.
 - ❖ Strictly prohibit forced, compulsory, or child labor, and ensure the freedom of association and collective bargaining rights.
 - ❖ Have zero tolerance to any form of harassment by management or other workers and clearly outlined processes will be created for reporting such cases and protecting those who report, and the victims involved.
 - ❖ Have zero tolerance to discrimination and will give everyone equal opportunity to be hired and promoted based on their competence and to be treated with respect and dignity and judged solely on their performance irrespective of their race, religion, caste, gender, age, disability, HIV/AIDS status, and any other characteristic. The company will set out ways to promote diversity and inclusion at every level.
 - ❖ Promote human rights awareness among employees, contractors, and business partners through clear policies and regular training.
7. Protect Health and Safety of Workers and Communities,
- ❖ Maintain a safe workplace with robust health and safety protocols, appropriate personal protective equipment (PPE), and regular emergency drills.
 - ❖ Implement procedures to prevent the spread of communicable diseases among employees and ensure access to safe drinking water, sanitation, and hygiene facilities.
 - ❖ Provide a mechanism to ensure that company activities in any way do not pose any safety and health issues to the public. shall take responsibility of any emergency situation that may arise from its operations and provide required response and mitigation measures.
 - ❖ Establish a system for reporting, documenting, and investigating workplace incidents to continuously improve safety controls.
8. Supply chain and Contractor Management
- ❖ Ensure suppliers comply with Innovent's E&S policies and procedures, legal requirements and best practices which Innovent has adopted. Ensure that suppliers do not resort to any kind of forced or child labour, slavery and human trafficking.
 - ❖ Ensure that suppliers take necessary actions to minimize risks associated with occupational hazards and prevent harm to the environment, injury and ill-health to supply chain employees.
 - ❖ Ensure that appropriate infrastructure, resources, relevant information, instruction, and training are made available to suppliers and their workers to carry out activities in a safe manner.
 - ❖ Ensure appropriate screening, training, equipping and monitoring of contracted workers providing security services.
9. Community Engagement and Stakeholder Consultation
- ❖ Proactively engage local communities and stakeholders, especially when project operations affect local ecosystems or involve land acquisition.





- ❖ Ensure that any impacted communities receive fair compensation and culturally appropriate resettlement options when necessary.
- ❖ Make all related policies and procedures publicly available to promote transparency and accountability.

10. Respectful and Effective Resolution of Grievances

- ❖ Establish a transparent, accessible, and effective grievance mechanism for employees, contractors, and community members.
- ❖ Allow for anonymous reporting and guarantee timely resolution and feedback for all grievances.
- ❖ Regularly assess and enhance the grievance process to ensure fairness and effectiveness.

11. Governance and Accountability

- ❖ The CEO and senior management are responsible for overall policy implementation and oversight. Will ensure that roles and responsibilities are clearly defined for effective implementation of this policy
- ❖ Defined Roles: Clearly outline roles and responsibilities across the organization to ensure compliance with this policy.
- ❖ Maintain an Environmental and Social Management System (ESMS) to document, monitor, and report on policy adherence to stakeholders.
- ❖ Offer continuous training and capacity-building initiatives to ensure all stakeholders understand and fulfill their responsibilities.

12. Monitoring, Reporting, and Review

- ❖ Conduct regular audits and reviews to assess progress against environmental and social performance targets.
- ❖ Implement clear reporting mechanisms to communicate outcomes to all stakeholders.
- ❖ Review and update this policy periodically to integrate new regulatory requirements, stakeholder feedback, and advancements in best practice

This signed policy shall be made public to all our stakeholders. The contents and implementation of this policy shall be reviewed periodically to ensure its effectiveness.

Signed by:



Thomas Verhaeghe

Director

InnoVent-CEC Garneton North Solar Limited

Date: 7th March 2025

Revision: 1