

Environmental, Social & Governance (ESG) Policy

Temuku Africa

1. Introduction & Purpose

Temuku Africa is committed to building sustainable solutions that power Africa's progress. Our Environmental, Social, and Governance (ESG) Policy reflects our values and guides how we conduct our business, manage risks, and engage with communities, clients, and partners. This policy is aligned with international frameworks such as the IFC Performance Standards, UN Global Compact, the Paris Agreement, and the 2030 Agenda for Sustainable Development.

2. ESG Principles

- ' Environmental Stewardship: Prioritize sustainable resource use, climate-smart practices, clean technologies, and pollution prevention.
- ' Social Impact: Promote inclusion, community empowerment, digital access, fair labor, and gender equity.
- ' Good Governance: Uphold transparency, anti-corruption, ethical conduct, and robust risk management.

3. Environmental Commitments

- Minimize environmental impacts across operations (carbon, waste, water).
- Transition to renewable energy and support net-zero targets.
- Promote sustainable agriculture, regenerative land use, and circular economy models.

4. Social Commitments

- Training and empowering local communities, youth, and women.
- Promoting health and safety practices in line with ISO 45001.
- Supporting digital inclusion and preventing labor abuses.

5. Governance Commitments

- Implementing anti-bribery and AML policies.

- Transparent reporting and ethical procurement.
- Ensuring cybersecurity and data protection.

6. ESG Management System (ESMS)

- ' Screening, categorization, and due diligence.
- ' Monitoring, KPIs, and reporting.
- ' Training and continuous improvement.

7. ESG Roles and Responsibilities

- ' Director & Board: Strategy and oversight.
- ' ESG Manager: Day-to-day leadership and review.
- ' Teams and Partners: Compliance and delivery.

8. Technology & Innovation Alignment

- Mitigate tech-related ESG risks.
- Use of responsible AI and digital tools.
- ESG clauses in technology contracts.

9. Stakeholder Engagement & Transparency

- Inclusive dialogue with communities and clients.
- Annual ESG reporting.
- Alignment with SDGs.

10. Exclusions and Zero Tolerance

- ' No involvement in forced labor or corruption.
- ' No irreversible environmental damage.
- ' No tech-enabled rights violations.

11. Policy Review and Update

Reviewed annually and upon significant ESG changes. Approved by the Director.

Signed:

Munyaradzi Kanjera

Director, Temuku Africa

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