



ENVIRONMENTAL & SUSTAINABILITY POLICY

Trusted Partners is an Environmental & Social Risk Management advisory firm delivering ESG, sustainability and risk and impact management services across Africa and, where required, internationally. Environmental stewardship and sustainability are not only core themes within our client work; they are essential disciplines within our own operations and professional conduct. This Policy sets out the commitments, minimum standards and operational expectations **Trusted Partners** applies to integrate environmental responsibility, resource efficiency and climate awareness into the way we plan, travel, procure, engage and deliver services.

Trusted Partners' operating model is that of a professional services firm, and our direct environmental footprint is typically associated with business travel, energy consumption, office-based activities, procurement and digital operations. Our approach is therefore practical and proportionate: we focus on measures that are implementable, risk-based and capable of continual improvement, while recognising the realities of advisory work across diverse geographies, infrastructure contexts and project environments. The intent of this Policy is to protect the environment, reduce avoidable impacts, support responsible and ethical business practice, strengthen the credibility of our advisory services, and maintain the trust and confidence of clients, stakeholders and counterparties.

1 Policy Statement

Trusted Partners provides professional services in environmental management, social risk, occupational health and safety, labour and working conditions, and broader ESG risk and impact management. Our work is undertaken within internationally recognised lender and investor frameworks and good international industry practice, applied across diverse sectors and geographies. We recognise that our credibility as advisors depends on professional integrity, sound governance and consistent application of responsible practices, including the way we manage environmental and sustainability considerations within our own business.

Trusted Partners is committed to operating in a manner that demonstrates environmental responsibility and supports sustainability outcomes. We recognise that sustainability is not an "add-on" or a marketing concept; it is an operational and strategic discipline that must be integrated into decision-making, governance and day-to-day behaviours. "Leading by example" means applying the same discipline, professionalism and good practice to our own operations that we expect of our clients. This includes careful planning and delivery of work to reduce unnecessary travel and emissions where feasible, responsible procurement, efficient use of resources, good waste practices, and consistent consideration of environmental risks and impacts in how we operate.

We also recognise that the nature of our work can place Representatives in sensitive environments and operational contexts, including remote areas, industrial facilities, agricultural

settings, conservation-linked landscapes and community interfaces. Representatives are therefore expected to conduct themselves in a manner that reflects due regard for environmental protection, compliance with site rules and relevant legal requirements, and avoidance of behaviours that could cause unnecessary environmental harm or reputational damage.

Inasmuch as **Trusted Partners'** Representatives are persons of professional standing and capability, it is expected that all Representatives are able to understand and implement this Policy without limitation or constraint. Every Representative carries a duty of care to themselves, to colleagues, to clients and to any person, organisation or environment that may be affected by our activities. Representatives are required to support the delivery of this Policy, to raise concerns where they observe gaps or inconsistent behaviour, and to act in a manner that protects and enhances **Trusted Partners'** reputation, credibility and ethical standing.

2 Who is covered by this Policy

This Policy applies to all **Partners**, Associate Partners, employees, secondees, associates, sub-consultants and sub-contractors (together referred to as "Representatives") who act for or on behalf of **Trusted Partners**. It applies regardless of engagement type, whether full-time, part-time, on retainer or assignment-specific terms, and regardless of location, including remote working, travel, client sites and fieldwork.

Trusted Partners expects Representatives to lead by example and to perform their duties in accordance with this Policy. Where Representatives manage teams, supervise associates or direct workstreams, they are responsible for ensuring that this Policy is communicated to those reporting to them and that it is practically implemented within the scope of their control. This includes setting expectations at the outset of assignments, reinforcing responsible behaviour in the field and in office settings, and ensuring that sustainability and environmental considerations are treated as part of professional practice rather than an optional add-on.

Trusted Partners operates across multiple jurisdictions. If a business location, project context, client requirement or regional legal framework requires more than what is stated in this Policy, Representatives must comply with the higher standard. This Policy therefore functions as a minimum baseline and must be implemented together with applicable legal requirements, client contractual requirements and relevant operational procedures in the country or region concerned.

Trusted Partners' reputation and credibility are based on total commitment to ethical business practice and the ethical conduct of Representatives. Compliance with company policies, applicable laws and regulations is the minimum standard. **Trusted Partners** expects behaviour and judgement that goes beyond minimum compliance where required to uphold integrity, sustainability and professional duty of care.

3 Environmental stewardship in our operations

Trusted Partners is committed to identifying and managing environmental aspects associated with our business operations in a manner proportionate to our footprint and risk profile. This includes, at a minimum, responsible management of travel planning, office resource use, procurement choices, waste management and secure digital practices.

In practice, **Trusted Partners** expects Representatives to plan work in a manner that reduces avoidable environmental impacts. This includes scheduling travel efficiently, avoiding unnecessary trips where remote engagement can achieve the same outcomes without compromising quality, and selecting lower-impact options where feasible. Where fieldwork or site presence is required, Representatives are expected to plan logistics carefully to reduce redundant travel, coordinate activities to minimise repeated trips, and conduct themselves in a way that respects sensitive environments and site controls.

Trusted Partners is committed to promoting resource efficiency and responsible consumption in office-based and remote working contexts. Representatives are expected to use resources thoughtfully, avoid unnecessary printing, manage electricity and device usage responsibly where practical, and make reasonable efforts to reduce waste generation. **Trusted Partners** also recognises that electronic and cloud operations are part of our environmental footprint. We therefore promote disciplined information management practices that reduce unnecessary duplication, maintain orderly records and support efficient, secure use of digital resources.

Trusted Partners is committed to pollution prevention and avoidance of environmental harm. Although our operations are not typically associated with high-pollution activities, the risk of avoidable harm exists in field contexts, site-based work and basic operational practices. Representatives must comply with client site environmental rules, respect waste and hazardous material controls where applicable, and avoid behaviours that could cause environmental damage (including careless disposal of litter, uncontrolled discharges or disregard for protected or sensitive areas).

4 Climate change

Trusted Partners recognises climate change as a material environmental, social and economic risk driver and a defining factor influencing sustainability outcomes across the sectors and geographies in which we operate. We acknowledge that climate-related impacts, including acute events such as extreme rainfall, flooding, heatwaves, storms and wildfire, and chronic trends such as temperature increases, rainfall variability, water stress and sea-level rise, can affect assets, communities, ecosystems, supply chains and the viability of operations. We also recognise that the transition to a lower-carbon economy is reshaping regulation, technology, markets, financing requirements and stakeholder expectations.

As a firm, **Trusted Partners** contributes to climate response through the services we deliver, including climate risk and resilience advisory, ESG risk and impact assessment, and integration of climate considerations into management systems and decision-making. We commit to maintaining competence in climate-related risk and impact practices and to applying these competences responsibly, with due care for the quality of data, robustness of analysis, and practicality of recommended measures.

Within our own operations, **Trusted Partners** seeks to reduce climate-related impacts in a manner proportionate to the Company's size and operating model. This includes applying practical measures to manage travel-related emissions where feasible, improving efficiency in the way we plan and execute assignments, and considering environmental impacts in procurement and operational planning. Our approach remains pragmatic: we focus on measures that are meaningful, implementable and capable of continual improvement.

5 Best-practice operational commitments

Trusted Partners adopts the following best-practice operational commitments as part of implementing this Policy. These commitments are framed as practical expectations, suitable for a professional services firm, and are to be applied proportionately based on assignment context and risk.

Trusted Partners will maintain a culture of environmental responsibility by integrating sustainability considerations into internal decision-making, including planning of assignments, selection of suppliers, and operational procedures. We will seek to ensure that environmental considerations are not treated as an afterthought, but are included in planning, budgeting, and delivery approaches, particularly where decisions influence travel, procurement or resource use.

Trusted Partners will promote responsible procurement practices. Where we procure goods or services, we will consider sustainability factors where feasible and proportionate, including product longevity, resource intensity, waste considerations, and supplier conduct. Where procurement relates to third parties supporting our operations or assignments, we will communicate relevant expectations and require suppliers to act ethically and responsibly.

Trusted Partners will maintain disciplined travel planning practices. Representatives are expected to consider the necessity of travel, combine trips where possible, select reasonable routing and scheduling, and favour remote engagement where it supports effective delivery and does not undermine assignment outcomes. Fieldwork and site work must be planned with due regard for both environmental sensitivity and safety considerations.

Trusted Partners will promote responsible waste practices, including minimising waste generation and supporting appropriate separation and disposal where infrastructure permits. Where working in contexts with limited waste infrastructure, Representatives are expected to plan responsibly, minimise waste generation, and avoid behaviours that can contribute to environmental degradation.

Trusted Partners will promote environmentally responsible behaviour during fieldwork. This includes respecting protected areas and sensitive environments, avoiding disturbance to flora and fauna, complying with site and community rules, and maintaining professional conduct that avoids unnecessary environmental harm.

6 Accountability

It is a condition of appointment and/or engagement that all Representatives understand and adhere to this Environmental and Sustainability Policy and comply with the standards and requirements set out herein. Each Representative is personally accountable for conducting themselves in a manner that reflects due regard for environmental impacts and sustainability considerations within the operation of **Trusted Partners'** business. This accountability includes acting responsibly during travel and fieldwork, following site environmental controls, handling materials and information appropriately, and ensuring that decisions and recommendations are made with consideration of environmental implications and sustainability outcomes.

Where Representatives become aware of practices, behaviours or decisions that could result in unnecessary environmental harm, non-compliance, reputational risk or inconsistency with this Policy, they must raise the matter promptly through appropriate internal channels. **Trusted**

Partners encourages responsible reporting of suspected danger, weaknesses in controls or wrongdoing and will treat such disclosures seriously, in good faith and without retaliation.

7 Training and communication

Trusted Partners is committed to ensuring that Representatives understand this Policy and are able to implement it in practice. Relevant awareness and practical guidance will be provided, and additional instruction may be delivered where changes in operations, legal requirements, client expectations or risk profiles require it. Training and communication are intended to be practical, focusing on behaviours and decisions that materially influence outcomes, rather than purely theoretical statements.

Trusted Partners will communicate environmental and sustainability expectations to Representatives, associates, suppliers and contractors at the outset of engagement and thereafter as appropriate. Where **Trusted Partners** engages third parties to support operations or assignments, **Trusted Partners** expects those parties to act in a manner consistent with the Company's sustainability and ethical expectations, proportionate to their role and to the risks associated with their services.

8 Responsibility for the Policy

The Partners of **Trusted Partners** have overall responsibility for ensuring that this Policy is implemented and remains aligned with the Company's ethical obligations, operational context and professional standards. The **Partners** have primary responsibility for monitoring the Policy's use and effectiveness, addressing interpretation questions, and ensuring that improvements are made where gaps are identified. Where operational responsibilities are delegated, accountability remains with the **Partners**, and delegated responsibilities must be supported by clear expectations and appropriate oversight.

9 Risk assessment, monitoring and review

Trusted Partners treats environmental and sustainability performance as part of the Company's overall risk management and governance approach. **Trusted Partners** will monitor the effectiveness of this Policy and periodically review implementation, taking account of suitability, adequacy and effectiveness in relation to Company operations, service lines, geographic footprint and stakeholder expectations.

Monitoring and review may consider emerging sustainability risks, material operational changes, patterns of recurring issues, feedback from Representatives, and alignment with evolving client and market expectations. Where improvements are identified, **Trusted Partners** will implement corrective and preventative measures that are proportionate and practical and will communicate relevant updates to Representatives.

All Representatives are responsible for the success of this Policy and must use it as a basis to disclose suspected danger, weaknesses in controls or wrongdoing. This Policy does not form part of any employee's contract of employment and may be amended by **Trusted Partners** at any time.

10 Policy review and effective date

This Policy is reviewed at least annually and additionally when material changes occur to **Trusted Partners'** operations, systems, service lines, client requirements or applicable legal obligations. The most recent version remains in effect until it is formally updated and re-issued.

11 Contact

Any questions regarding this Policy, or concerns regarding environmental and sustainability practices within **Trusted Partners'** operations, should be directed to the **Partners** or to the designated internal policy contact using **Trusted Partners'** official channels.

DATE OF APPLICABILITY		NEXT REVIEW	
March 01, 2026		February 28, 2028	

NAME	POSITION	DATE	SIGNATURE
Malcolme Logie	Partner	March 01, 2026	<i>Malcolme Logie</i>
Nishal Sewruttan	Partner	March 01, 2026	<i>Nishal Sewruttan</i>

<https://www.TrustedPartners.Africa>