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OMNICANE LIMITED
GROUP SUSTAINABILITY & ESG POLICY



In line with Omnicane's purpose which is improving life for future generations and its vision to be the leader in sustainable developments in the region, this policy outlines the Group's commitment to sustainable development, responsible business practices and long-term value creation. It integrates Environmental, Social and Governance (ESG) principles into its operations, decision-making and stakeholder engagement across its various entities and activities across the Group.

Environmental Stewardship

We are committed to minimising our environmental footprint through:

- **Climate Action:** Reduce GHG emissions through energy efficiency, renewable energy, and other climate mitigation and adaptation measures.
- **Water Management:** Optimize water use and efficiency in our operations
- **Pollution prevention:** Prevent air, water and soil pollution by controlling emissions, managing effluents and using cleaner production methods.
- **Biodiversity & Land Use:** Preserve ecosystems and natural habitats, avoid deforestation, promote agroecological practices that enhance biodiversity and promote soil health through sustainable farming.
- **Circular Economy:** Implement circular economy principles; reduce, reuse, and recycle waste wherever possible and add value to by-products.

Social Responsibility

We invest in people and communities to foster inclusive and resilient development through:

- **Labour rights:** Uphold fair wages, safe working conditions and freedom of association
- **Diversity & inclusion:** Promote gender equality and inclusive hiring across all levels
- **Human rights:** Respect and protect human rights in all operations
- **Health & Safety:** Ensure rigorous safety standards for employees, contractors and visitors
- **Community engagement:** Support and empower the local communities through inclusive education, health, socio-economic development, sports & leisure and environmental initiatives

Governance & Ethics

We uphold transparency, accountability and ethical conduct through:

- **Compliance:** Adhere to all applicable laws, regulations and industry standards
- **Anti-corruption:** Enforce zero tolerance for bribery, fraud and unethical behaviour
- **Stakeholder engagement:** Maintain open dialogue with all stakeholders
- **ESG Integration:** Embed ESG metrics into strategic planning, risk management and performance evaluation
- **Reporting & Disclosure:** Disclose ESG performance annually using recognised global frameworks (e.g GRI, SASB)

The Board of Directors shall oversee the ESG strategy and performance and drive policy implementation and continuous improvement. Progress against ESG metrics will be tracked through setting of KPIs across operations and conducting periodic audits. Regular trainings will also be provided to employees and partners on sustainability practices. We commit to innovation, learning and collaboration to advance sustainability across our operations and supply chain.


Jimmy TONG SAM
Chairperson

Omnicanne Limited – Board of Directors


Jacques M. d'UNIENVILLE
Chief Executive Officer
Omnicanne Limited