



RC: 108343

TRIPLE E SYSTEMS ASSOCIATES LIMITED

ENVIRONMENTAL AND SOCIAL MANAGEMENT POLICY

January 2025

Table of Contents

1.0 Introduction	2
2.0 Key elements of our Environmental and Social Management Policy	2
2.1 Environmental and Social Commitment	2
2.2 Objectives	2
3.0 Environmental Management	3
3.1 Impact Assessment	3
3.2 Pollution Prevention	3
3.3 Biodiversity Conservation	3
3.4 Climate Change Mitigation	3
4.0 Social Management	3
4.1 Stakeholder Engagement	3
4.2 Labor Standards	3
4.3 Community Development	3
4.4 Land Acquisition and Resettlement	3
5.0 Governance and Implementation	4
5.1 Management System	4
5.2 Training and Capacity Building	4
5.3 Monitoring and Reporting	4
6.0 Grievance Mechanism	4
6.1 Complaints Process	4

1.0 Introduction

Triple E Systems Associates Limited is committed to conducting its operations in a way that minimizes negative environmental and social impacts, actively promotes sustainable practices, and engages with stakeholders to address potential concerns, including: identifying and assessing environmental and social risks, implementing mitigation measures, adhering to applicable laws and standards, promoting community engagement, and regularly monitoring and reporting on environmental and social performance; all while upholding principles of transparency, accountability, and continuous improvement.

2.0 Key elements of our Environmental and Social Management Policy

2.1 Environmental and Social Commitment

It is our policy to seek continual improvement throughout our business operations to lessen our impact on the local and global environment by conserving energy, water and other natural resources; reducing waste generation; recycling and; improve capacity. Specific commitments in this policy include:

1. Development and implementation of an ESMS across all its Projects cycle;
2. Development of E&S objectives aligned with the community and customers that the Triple E serves;
3. Commitment to dedicate capacity and resources to implement and maintain the ESMS including E&S training and leadership involvement and commitment to E&S compliance;
4. Conformance with the Applicable Standards with a mandate to go beyond local compliance and achieve best practices within local context;
5. Compliance with relevant national E&S legislation;
6. Commitment to managing broad E&S risks affecting the solar mini-grid sector by establishing policies and procedures to manage key E&S focus areas including but not limited to occupational and community health and safety, labour and working conditions, security, human rights, climate, gender, procurement, and resource management;
7. Demonstrate Triple E's commitments by communicating the policies and procedures to internal staff through formal meetings, awareness training, and other internal communication channels;
8. Commitment to regular review of the policies and procedures for suitability and relevance.

2.2 Objectives

- a) identify and assess the potential environmental and social risks and negative impacts, including the ones that may affect the reputation of the company, associated with any given operation.
- b) identify efficient preventive and mitigation measures, as well as potential environmental and social opportunities; and
- c) integrate these into the operation structure.

3.0 Environmental Management

3.1 Impact Assessment

We shall conduct thorough Environmental and Social Impact Assessments (ESIAs) and/ or Environmental and Social Management plan (ESMP) for all projects to identify potential risks and develop mitigation strategies.

3.2 Pollution Prevention

Triple E shall put in place measures to minimize air, water, and land pollution through waste management, emission controls, and responsible use of resources in all our areas of operation.

3.3 Biodiversity Conservation

Preservation of the ecosystem is part of our core business principles. Therefore, Identifying and protecting sensitive ecosystems and biodiversity, considering conservation measures in project design shall be ensured.

3.4 Climate Change Mitigation

Integrating climate change considerations into operations and seeking opportunities to reduce greenhouse gas emissions.

4.0 Social Management

4.1 Stakeholder Engagement

Engagement of stakeholders especially the communities where we operate shall be a continuous process. This shall be achieved through establishing transparent and meaningful consultation processes with affected communities to understand their concerns and incorporate feedback into decision-making.

4.2 Labor Standards

We at Triple E Systems Associates Limited will adhere to international labour standards, including implementing safe working conditions, fair wages, and prohibition of child labour or force labour.

4.3 Community Development

It is the intention of the company to ensure that activities/projects that Supports local communities' development are initiated as a way of giving back to the community through corporate social responsibility that promote sustainable livelihoods, education, and health.

4.4 Land Acquisition and Resettlement

Land acquisition is crucial to our power project investment success and standard procedures in Implementing fair and transparent land acquisition practices and providing adequate compensation and support to displaced communities, when necessary, shall be maintained.

5.0 Governance and Implementation

5.1 Management System

In ensuring international standard is followed, Triple E has established a robust Environmental and Social Management System (ESMS) with clear roles and responsibilities across the organization. Triple E's ESMS is designed to ensure that potential negative E&S impacts are minimized, while positive effects on communities and the environment are enhanced.

5.2 Training and Capacity Building

We are determined to ensure that all staff especially the operational staff are Provided with regular training on environmental and social policies, procedures, and best practices.

5.3 Monitoring and Reporting

Regular monitoring of environmental and social performance, tracking mitigation measures, and ensuring transparent reporting on key indicators shall form part of the quarterly, biannual and annual reports of the company.

6.0 Grievance Mechanism

6.1 Complaints Process

In carry out our business as a corporate entity and ensuring effective stakeholders' engagement especially within the host communities, Triple E shall establish a transparent and accessible grievance mechanism for communities to raise concerns regarding potential environmental and social impacts of projects.