

## **HUMAN RIGHTS PRINCIPLES**

Matric Drillers Limited goal is to influence that all our employees and all our business partners respect the universal declaration of human rights and environmental protection.

We have taken below measures to prevent human rights violation in its location as below.

a) A suggestion box to be installed for employees to submit their complaints and issues with regards to unfair treatment, unhealthy competition.

These issues are raised by top management and discussed immediately.

b) training sessions are conducted for all employees to raise awareness of human right issues.

## **LABOUR PRINCIPLES**

Our organizations ensures that all our employees are under the global compact principles of labour and we adhere to them as follows.

a) No employment for underage/minors

b) Awareness raising and training of employees on labour rights and policies.

c) We avoid discrimination in terms of hiring, promotions, salary remunerations in terms of race, tribal or any political affiliation..

d) We also consult our major shareholders i.e. on how to train our employees and give them the general view of working standards.

d) We provide our employees with bonuses at end year parties, overtime payment, weekend benefits.

e) we make sure we uphold safety procedures like wearing of helmets, gumboots, protective clothing.

f) provide accommodation, good food and allowances especially when we are doing the drilling jobs out of town and some take more than 3 days.

## **ENVIRONMENTAL PRINCIPLES**

Being a mostly field work based the nature of operation make our organization direct environmental impact relatively high.

Though we have ensured to educate our employees on recycling of waste management when we hold our annual CSR forums in conjunctions with WARMA, NEMA, NCA who we work with them closely and are major stakeholders in this field.

a)We encourage not to print when its not necessary, you can send emails, letter, parcels electronically.

b)We always emphasis to switch of lights in the offices. Computers, laptops when not in use power should be switched off to save on energy.

c)Minimize energy consumption by opening windows instead of relying on fans for cooling long when temperature is hot when in the office.

d)We make sure noise pollution is reduced by half so we do the drilling part early in the morning when there are less people in the neighbourhood especially if the drilling is done at residential area.

## **ANTI CORRUPTION PRINCIPLES**

Internally we have maintained a zero tolerance corruption practices between our employees, customers ,suppliers , stake holders etc.

We have over and over again educated our employees on not practicing corruption practices.

a)Taking bribes, giving out bribes to get a sales, tender or any work related issues

b)We have ensured on employees not to be involved in corrupt practices which will make our organization lose its reputation in the business world

c)anyone who deals with corrupt practices will be personally held responsible for his/her actions and rule of law will eventually follow up.

## **MEASUREMENT OF OUTCOMES**

When our organization practices all the practices, we shall have a rep name to get good business, make our product loyal have trustworthy employees who uphold all values of doing genuine business.

In additions to measures taken we shall continue to uphold all these values and principles through regular training workshops, CRS movements etc

We shall ensure all our employees get beneficial covers for each of them and their families like insurance accident cover, medical scheme, WIBA.

We have several activities to be held in the New Year and will subsequently share with you.

\*Meanwhile, we encourage our employees to join trade unions which are good for their social well being.

\*Encourage we have a CSR on a quarterly basis instead of yearly.