



Sasini

SUSTAINABILITY STATEMENT

(A MEMBER OF THE  SAMEER GROUP)

Sasini PLC acknowledges that its sustained business success is dependent on nesting the business harmoniously with the society in the environment it operates in.

Sustainable business envisages social and environmental dimensions engaging and interacting with business economic development and growth in a symbiotic ecosystem. In order to grow a sustainable business, social, environmental and financial demands need to be managed prudently. We accordingly recognize the importance and increasing priority of driving sustainability as one of the key pillars of our business strategy.

It is our intention to premise our approach going forward on three very critical principles of the **Planet, People and Profits for Prosperity.**

During our last strategic review of the business in 2020, we decided to underpin our business future on being sustainable and as a result, chose to drive more alignment with the global sustainable development goals (SDGs) going ahead.

To this end, we have chosen

9 SDGs

that we feel we can strongly drive to help contribute to our aim of being an industry leader and a strong voice for sustainability. These will be:



In making these choices on what to focus on, we recognise that all the 17 SDGs as outlined for global corporates are crucial for our generation to leave this world a better place than we found it and by no means make these choices to mean we will not focus on the other SDGs where applicable.

We intend to do that but will focus greatly on these 9 to help shape the future of not only our business, the societies we live and work in but of the whole globe. Our choices are simplistic in their

nature to help drive alignment with already set goals from the United Nations Global Compact, the world's biggest corporate sustainability initiative launched in the year 2000 by the then UN Secretary General, Mr. Kofi Annan.

This initiative worked and settled on the 17 SDGs to help corporates like Sasini be influential in making a difference in the world. These initiatives are further organized in 10 basic principles that we will fully be committed to themed into 4 key areas. These are:

Human Rights:

- Principle 1: Business should support and respect the protection of internationally proclaimed human rights.
- Principle 2: Make sure that they are not complicit in human rights abuses.

Labour :

- Principle 3: Businesses should uphold the freedom of association and effective recognition of the right to collective bargaining.
- Principle 4: The elimination of all forms of forced and compulsory labour.
- Principle 5: The effective abolition of child labour.
- Principle 6: The elimination of discrimination in respect of employment and occupation.

Environment:

- Principle 7: Business should support a precautionary approach to environmental challenges.
- Principle 8: Undertake initiatives to promote greater environmental responsibility.
- Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption:

- Principle 10: Business should work against corruption in all its forms, including extortion and bribery.

It is our intention to uphold all these principles in the 4 thematic areas to help us not only enhance a culture and practice of integrity, but to commit to people and the planet as well while driving our profit goals.

We feel that at Sasini PLC, our value systems are completely aligned to our desire to drive these goals and so we make this commitment with a deep desire to be an excellent corporate citizen.

All business enterprises utilize the planet's resources to make economic gains or profits. Whether it is the manufacturing processes using raw materials for consumer products, needs and consumption of energy, needs and utilization of water, plant husbandry and the attendant processes; all these are sourced from the surface of the earth.

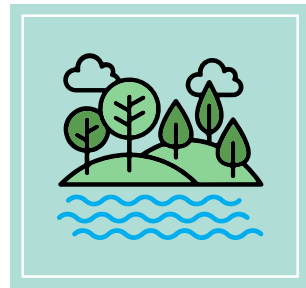
At Sasini PLC, we have adopted responsible production and consumption methodologies that ensure we preserve the earth by preserving natural resources and preventing extinction of flora and fauna. At all our tea, coffee, avocado, macadamia and dairy operations, we employ farming mechanisms that ensure we minimize harmful effects to the environment.



"... responsible production and consumption methodologies..."

As prudent stewards of the environment, we have secured all the riparian areas and ravines in all our properties. We recycle/manage factory wastewaters by filtrations through man made lagoons and the resultant clean water is channeled to our farms. To buttress our water requirements, we harvest rainwater which is then drained into underground reservoirs and dams/pans for use in farms. This lessens our requirement for water from rivers and streams. Where it is not feasible to recycle factory waste discharge and effluents, the disposal thereof is managed through protocols dictated by the National Environment Management Authority (NEMA).

We maintain our own forests of indigenous trees at all our farms/estates. These forests have trees that total to over 1.5 million in number across our estates which are managed under prudent reforestation programs whenever we use the resources from these forests for our business needs. Besides, the forests offer a rich habitat for various species of flora and fauna and therefore support life on land.



Our business by its very nature of growing tea and coffee bushes, avocado and macadamia trees on thousands of hectares across the country, ensures that we contribute to the environmental well-being of our nation. It is our intention to continue doing that with even more vigor.

Through the Rainforest Alliance certification, both our tea and coffee operations have comprehensively addressed the environmental, social and economic challenges faced by our own tea and coffee estates, out grower farms and the surrounding communities.

The Group has a well-established ecosystem conservation programme with supporting policies that protect the ravines, production areas, and all habitat areas.

However, we intend to set a goal to walk away from reliance on trees for wood fuel for our operations, while also strongly looking at the option of converting the energy source for most of our industrial facilities and domestic quarters from hydro electricity derived from the national grid to captive solar power. We intend to start that process of energy source conversion in the latter part of 2021.

In our view, Sasini's social sustainability is about understanding the human needs and seeking to address the impact our business has on the societies we live and work in. We do realise the impact our business has on our workers and society in general and we will continue our work in driving and committing to accountability for human rights, good health and safety, community

engagement, work-life-balance, social investment/philanthropy, diversity, inclusion and equality. The tea division maintains nursery and primary schools providing free education to the children of employees, dependents and surrounding communities.

The Group supports education through bursaries and stipends and by providing funds to establish and improve schools near our plantations. We also provide resources such as computers, laboratory equipment, sports kits and basic learning materials to schools.

Provision of footwear to primary going children is occasionally done to motivate the learners. The Group provides pre-school opportunities for the younger children and in this regard we have established six-day care centers in our tea estates where toddlers are kept busy and fed on a daily basis as their parents work.



In promoting education and social welfare, the Group has constructed four (4) primary schools and one secondary school within the tea operations and also renders support to schools around our coffee operations.

We are acutely alive to the fact that by applying a socially sustainable strategy, the well-being of our workers and society, particularly the host communities, is optimized. This ensures a healthy and happy workforce across the establishment, comfortable and peaceable communities which guarantee business economic growth and prospects.



As such we are committed to promoting a corporate culture that embraces diversity and inclusion. We make it our aim to always respect people, respect and support human rights, civil liberties and strive to create a conducive environment that empowers people to grow and thrive irrespective of their gender, chosen orientation, social status, nationality, ethnic leaning, race, religion, age, or any other personal quality or ground.

Our focus on gender diversity and inclusion as well as accommodating people living with disabilities in order to achieve parity in all our spheres of operation will see us in the next few years drive a deliberate and intentional approach to seek and employ people living with disabilities, females and candidates from a diverse background to help entrench this culture in the organisation. We aim to grow operational proficiencies and achieve excellence by attracting, training, re-training, re-skilling, retaining and growing the diverse talents we get to their full potential.

We continue to provide all our workforce with safe working areas, meals on station and medical care and facilities for their health and well-

being. We have occupational health and safety procedures and ergonomics at all our stations.


We aspire to maintain a zero-fatality rate by ensuring all employees in the plantations and factories are working in safe environments and are provided with suitable personal protective equipment.

In pursuance, the Group maintains a well-equipped Medical Centre with in-patient and outpatient treatment options within the tea operations. It also maintains a satellite dispensary with well-trained medical personnel and a diagnostic laboratory. The facilities also have ambulances on standby in case critical cases need to be transported to larger health facilities. These facilities cater for both the company employees and local community residents.



To remain sustainable, businesses strive to make profits. In doing this, it is Sasini PLC's intention to continue operating in a compliant manner guided by the governance structures we adhere to in order to ensure excellent compliance and stringent risk management.

Our governance framework supports the principles of integrity, strong ethical values and professionalism integral to our business success. We recognize that we are accountable to our shareholders and stakeholders for good corporate governance and as such we seek to demonstrate our commitment to high standards of governance that are recognized and understood by all.



Good governance depends on good and effective leadership and a healthy corporate culture, supported by robust systems and processes and a good understanding of risk and risk appetite.

We aim to stay abreast of developments in good governance and practice and have well-developed plans to ensure that we continue meeting international standards of excellent corporate governance.

This includes making sure our purpose, vision and values are clearly articulated, and that we have in place effective channels of engagement with our workforce, shareholders, stakeholders and our regulators.

Our company has set measurable objectives to promote a healthy corporate culture that is aligned with strategy and delivers on our commitment to the principles of sustainability and trust that are the hallmark of our business. We will continue to develop and apply policies that remain consistent with our values and strategy, focusing on engagement, operational improvement, reward and incentive structures, ensuring progress can be measured and monitored appropriately and promoting a business that is resilient, responsible and alive to opportunity.

Besides compliance with all statutory requirements, our company has a continuous disclosure policy to ensure compliance with the explicit statutory requirements and the spirit and intent of its disclosure obligations under the requirements of the regulatory authorities.

This policy also ensures that shareholders, stakeholders and the public are kept informed of all major developments affecting the state of affairs of the company.

In this nature dictated dispensation, the environment is principal to the society and economy. The latter two cannot thrive and prosper without suitable, prosperous and healthy surroundings. Beyond the environment, economic growth and prosperity is then driven by production and the exchange of goods and services. We are cognizant of the fact that this exchange and its sustainability is determined by society that makes up the workforce and community which provide the consumer base.

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United Nations
Global Compact

As part of our commitment to the Sustainability Development Goals (SDGs), we are signatories to the United Nations Global Compact and an active member of the Global Compact Network Kenya.

We have in the year 2020 kicked off our gender balance at the workplace drive through endorsement of the Women Empowerment Policies (WEP) and participation in the Target Gender Equality Program managed by UN Global Compact Network Kenya. In this program, we have committed to be deliberate about advancing

gender engagements through deliberate listing of women for interviews when roles and openings occur, actively training and promoting women in our business, having a biased approach and favour for suppliers whose businesses are either owned or managed by women amongst other gender leaning initiatives.

While we acknowledge that we are at the beginning stage of this journey, it is our deep intention to

quickly move to the forefront

of driving the selected sustainable development goals going forward.

Sasini

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