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# **ENVIRONMENTAL AND SOCIAL RESPONSIBILITY POLICY**

**ENVIRONMENTAL AND SOCIAL RESPONSIBILITY POLICY**

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## **ENVIRONMENTAL AND SOCIAL RESPONSIBILITY POLICY**

### **1. POLICY RATIONALE**

- 1.1 The adoption of this policy is not only a “morally” good decision. it also enables the firm to mitigate risk.
- 1.2 A crystallized Environmental and Social (“E&S”) risk could easily translate into operational Risk, reputation Risk and liquidity Risk for the firm.
- 1.3 The firm’s transactions with clients can represent a financial, legal and/or reputational risk to the firm.
- 1.4 Because E&S issues are inherent in business, almost all clients would be exposed to some degree of E&S Risk if certain environment and social issues occur either on the part of the firm or on the part of the clients. However, in most cases, both the firm and its clients may have control over the E&S issues associated with business operations and can take necessary steps to mitigate these risks.
- 1.5 The firm is committed to the effective management of the E&S risk associated with its delivery of legal services, its own organisational impacts and the promotion of responsible practices through its supply and value chains.
- 1.6 The firm aims to minimise negative impacts and optimise positive opportunities and sustainable business practice.
- 1.7 Our firm recognises that the environment and society are interconnected, with circular impacts and dependencies. The firm seeks to ensure that all reasonable steps are taken to protect vulnerable people, vulnerable communities, vulnerable ecosystems – including biodiversity – and vulnerable business sectors.
- 1.8 The firm aims to assist its stakeholders to build resilience against climate and environmental impacts and dependencies.
- 1.9 Some potential E&S risks may not seem significant or relevant at the time of approval of this Policy, such as spills, explosions, loadshedding or climate change for instance in general. These may seem unlikely to occur or if they do occur, unlikely that the firm’s services will be affected but when they do, the E&S impact is potentially extremely high even for the firm who may feel that it has no direct connection with such incident.
- 1.10 By implementing an E&S Management System (ESMS), the firm can enhance its understanding of E&S risks associated with its operations and client transactions, which can be included in the process of delivering services to its clients.
- 1.11 We believe that working to promote sustainability — both for our firm and for our clients — is good business practice.

### **2. PURPOSE**

- 2.1 This policy embodies the firm’s commitment to manage environmental risks, opportunities and interrelated social impacts.

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- 2.2 This policy supports the firm’s environmental, social and climate risk management framework.
- 2.3 Our commitment to sustainability is also aligned with and contributes towards the firm’s Mission and Value Proposition to serve as a trusted partner to our clients. This belief is reflected in our dedication to continuing the delivery of our legal services with positive environmental and social impacts, actively mitigating environmental and social risks associated with client transactions which may give rise to credit, reputation and/or legal risks for our firm and reducing our operational footprint.
- 2.4 Our Environmental and Social Policy Framework describes our approach to net zero, sustainable operations, sustainable finance, and human rights, and outlines our commitment to identify, measure, and monitor environmental and social risks associated with our clients’ activity.
- 2.5 In our pursuit to generate enduring value for our clients, shareholders, and employees, firm integrates comprehensive environmental and social risk management policies into our core business strategies and expects clients to mitigate the risks of their operations

### **3. THE FIRM’S ENVIRONMENTAL AND SOCIAL GOVERNANCE COMMITTEE**

- 3.1 The firm shall form an Environmental, Social and Governance (ESG) Committee comprising of senior executives to oversee implementation of this Policy.
- 3.2 The ESG Committee will oversee the progress of the Environment and Social Management Systems (ESMS) across the operations of the firm, approve changes in procedure, provide guidance, and resolve conflict (if any).
- 3.3 The ESG Committee will also approve the Board notes and progress reports prepared by the ESMS Team.
- 3.4 Composition The ESG Committee shall comprise a Chairman, (a Director of the firm), ESMS Officer (another Director of the firm) and at least two other senior members.
- 3.5 The ESG Committee will be constituted within 90-calender days from the implementation of this Policy.

### **4. ENVIRONMENTAL RISK**

- 4.1 Environmental risk is defined as the impact of the natural environment on the firm’s operations as well as the impact and dependencies of the firm’s operations on the environment and on natural capital.
- 4.2 A legal practice may be negatively impacted because of its failure to comply with the relevant environmental practices, laws, regulations, rules, related self-regulatory organisational standards and codes of conduct applicable to its activities.
- 4.3 These impacts can manifest in:
  - 4.3.1 legal or regulatory contraventions;
  - 4.3.2 material financial losses;

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- 4.3.3 operational costs;
  - 4.3.4 physical damage;
  - 4.3.5 or loss of reputation.
- 4.4 The environmental, social and climate (ESC) framework is a sub-framework of the firm's overall risk management framework and prescribes the firm's authorities, governance, duties and responsibilities in respect of its environmental management programme.
- 4.5 Continued environmental risks can be grouped into two categories of impact for the firm, namely direct environmental risk and indirect environmental risk.

### **5. DIRECT AND INDIRECT ENVIRONMENTAL RISK**

- 5.1 Direct environment risk means occurrences which impact on the environment and which is directly associated with the actions of the firm's physical operations.
- 5.2 These risks may be governed by the firm's operational processes, procedures or policies. Poor performance may result in the risk of legal or regulatory sanctions, physical damage, material financial loss or reputational damage to the firm due to a failure to comply with all applicable laws, voluntary agreements, regulations and supervisory requirements associated with these risks.
- 5.3 Indirect environmental risk means occurrences which impact on the environment that is not directly associated with the physical activities of the firm and its operations, but which nonetheless may be associated with the firm because of activities conducted by its clients, associates, suppliers and colleagues.
- 5.4 The firm could potentially be negatively affected by the actions of another party such as a government department or an unscrupulous supplier. The firm may suffer in any of these cases because of its client or associate's failure to comply with all applicable laws, voluntary agreements, regulations and/or supervisory requirements, and the resulting penalties.
- 5.5 Environmental issues may present themselves as temporary or permanent changes to the atmosphere, water, and land due to human activities, which can result in impacts that may be either reversible or irreversible.
- 5.6 The following are the types of risks that may arise due to client and supplier business operations:
- 5.6.1 Air emissions and ambient air quality;
  - 5.6.2 Energy use and conservation;
  - 5.6.3 Climate change;
  - 5.6.4 Wastewater and water quality;
  - 5.6.5 Water use and conservation;

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- 5.6.6 Hazardous materials use;
  - 5.6.7 Wastes;
  - 5.6.8 Land contamination;
  - 5.6.9 Biodiversity and natural resources.
- 5.7 The intensity and degree of risks will vary as per the type of industry, scale and location, manufacturing processes adopted, etc.

### 6. CLIMATE RISK

- 6.1 Climate risk, a subset of environmental risk, is defined as risk resulting from climate change, which causes an increase in physical risks (stemming from increased incidences of natural disasters), transition risks (resulting from changes in laws, regulations or customer preferences) and third-party liability risks (due to non-compliance with climate regulations).
- 6.2 The impact of climate change is expected to prompt substantial structural adjustments to the global economy.
- 6.3 Several sectors, such as the fossil fuel sector, are expected to experience disruption from changes in investor or end-user preferences or changes in regulations, whilst others, such as renewable energy and other green energy sources, and carbon capture and adaptation technologies, are likely to benefit.
- 6.4 Such fundamental changes will inevitably impact the balance sheets and operations of legal practitioners, leading to both risks and opportunities. Regulators are beginning to act, and clients and civil society are looking for actions, mitigation, adaptation and transparency on the issue.

### 7. NATURE-RELATED RISK

- 7.1 Nature-related risk encompasses biodiversity loss and ecosystem degradation.
- 7.2 Nature-related risk and climate risk are distinct but interdependent. Nature-related risks can lead to potential threats to a company linked to its and others' dependencies and impacts on nature. There has been a rapid decline in natural resources and processes (natural capital) which are critical for the planet's stability.
- 7.3 The main drivers for the decline in natural capital include:
- 7.3.1 climate change;
  - 7.3.2 resource exploitation (e.g. deforestation and unsustainable agricultural practices);
  - 7.3.3 land and sea use change; and

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- 7.3.4 loss of biodiversity (i.e. variability among living organisms at genetic, species and ecosystem level) due to:- pollution; and- invasive alien species.
- 7.4 As natural capital declines, nature's capacity to provide ecosystem services may be reduced temporarily or permanently, resulting in nature-related financial risks.
- 7.5 A full analysis of natural capital impacts and dependencies may present opportunities, such as the potential financial benefits resulting from positive impacts on nature or the strengthening of nature on which an organisation depends.
- 7.6 Ecosystem services are benefits that people obtain from natural capital, such as air and water purification services, crop pollination and the breaking down of waste.
- 7.7 Biodiversity underpins the flow of benefits. The firm promotes environmental sustainability through the identification and management of environmental risks and opportunities. In terms of managing its environmental impacts, the firm commits to the principles outlined in the table below and to take reasonable steps to ensure:
  - 7.7.1 the efficient use of energy and natural and other resources within the firm's direct control;
  - 7.7.2 promoting recycling; and
  - 7.7.3 reducing the firm's operational carbon and environmental footprint.
- 7.8 An indirect environmental risk is defined as being an impact on the environment that is not directly associated with the firm's activities and operations, but which nonetheless may result in a reputational, regulatory or strategic risk to the firm as a result of relationships with clients, environment-related regulations impacting specific clients and sectors, associate awareness or external macro risks which could potentially negatively or positively affect the firm.

<b>8. SOCIAL RISK</b>
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- 8.1 Social risk relates to social impacts associated with activities of clients, associates, colleagues and supplier companies resulting in financial exposure that may lead to the risk of legal or regulatory sanctions, material financial loss or reputational damage.
- 8.2 The firm may suffer in any of these aspects because of its client or associates' failure to comply with all applicable laws, voluntary agreements, regulations and/or supervisory requirements.
- 8.3 Social risks include issues relating to product responsibility and inclusion, labour, occupational health and safety, community involvement, community security, human resettlement, indigenous people's rights (particularly in relation to the application of the Equator Principles) and human rights.

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- 8.4 These risks could lead to criminal sanction, termination of operations and production losses, and subsequently pose a financial, reputational or credit risk to the firm.
- 8.5 Social issues may emerge in the workplace and may also impact surrounding communities.
- 8.6 Performance in the areas listed below can represent social risks to the client's operation:
- 8.6.1 Labour and working conditions;
  - 8.6.2 Occupational health and safety;
  - 8.6.3 Community health, safety, and security;
  - 8.6.4 Diversity, Equity, Inclusion (DEI) and Gender based violence (GBH);
  - 8.6.5 Land acquisition and involuntary resettlement;
  - 8.6.6 Indigenous peoples;
  - 8.6.7 Cultural heritage.

## **9. OVERSIGHT AND APPLICABILITY**

- 9.1 This policy applies to all employees and subsidiaries operations under for firm's control.
- 9.2 Ultimate oversight of environmental and social risk rests with the Directors of the firm.
- 9.3 Environmental and social risks should investigated by the Directors of the firm on an annual basis. Risk management progress and monitoring reports are discussed at the annual general meeting of Directors and at which meeting the Directors may involve matter experts and their insurers to present. There are regular items on the annual general meeting agenda in order to address the firm's environment and social risks including:
- 9.3.1 the development and implementation of policies and processes; and
  - 9.3.2 the management of environmental risk and performance.
- 9.4 The firm's Directors will constitute the firm's environmental and social risk assessment committee and who will assess the risks on an ongoing basis.
- 9.5 The Directors will seek to identify and assesses environmental, social and regulatory or reputational risks, to either the firm or its clients, that have the potential to cause severe societal and environmental degradation, as well as negatively impact the ability of clients to continue to engage with the firm. The firm's strategy will be:



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- 9.6 Managing indirect environmental risks in the firm’s delivery of its legal services is the responsibility of the Directors and will receive at least annual attention at the general annual meeting of Directors as well as:
- 9.6.1 Promoting environmental awareness within the firm’s operating businesses and promoting environmentally conscious business opportunities;
  - 9.6.2 Communicating the firm’s environmental sustainability commitments to employees and associates to assist the firm in meeting these commitments;
  - 9.6.3 Managing indirect risks in the firm’s supply chain by retaining the right to request suppliers to supply evidence of an effective environmental or sustainability policy, certification, statement or programme to ensure there are adequate measures to mitigate and manage environmental and sustainability risks;
  - 9.6.4 Integrating environmental considerations into the firm’s property design and property management;
  - 9.6.5 Understanding the impacts of climate change on the firm’s portfolio and assisting clients’ transition to a low-carbon, more nature-resilient economy through the firm’s education activities;
  - 9.6.6 Mitigating the impact of the firm’s operations on the environment and surrounding communities through assessing these impacts and implementing mitigating controls;
  - 9.6.7 Contributing to thought leadership and awareness of environmental sustainability in the legal services sector;
  - 9.6.8 Through active participation in industry associations; and
  - 9.6.9 Engagement and collaboration with regulatory authorities and non-governmental organisations;
  - 9.6.10 Setting objectives and targets on key aspects of the firm’s environmental performance and reviewing them periodically with the aim to continually improve environmental performance in line with local jurisdictional requirements;
  - 9.6.11 Early adoption of industry best practice is encouraged where practical;

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9.6.12 Supporting environmental solutions through:

9.6.12.1 innovation;

9.6.12.2 the near-term deployment of existing viable technologies; and

9.6.12.3 credible, safe and high-quality environmental solutions that can be scaled.

### **10. AWARENESS DUTIES**

10.1 To ensure the continued effectiveness, enforcement and success of this policy, the Directors who will be responsible for the environmental and social risk assessments along with other management teams, will continually monitor and report on an annual basis on the status of environmental sustainability risks and opportunities.

10.2 The responsibility of ensuring that all the firm's employees are aware of and comply with the requirements of this policy and supporting frameworks rests with the Directors and the executive teams in the various departments of the firm.

10.3 An ESMS is necessary for the successful implementation of this Policy and ensuring that a proper E&S Risk assessment is carried out for all clients.

### **11. RISK DETERMINATION**

11.1 The firm's ESMS risk category framework for especially suppliers is described below:

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High Risk	Substantial Risk	Moderate Risk	Low Risk
<p>Client's E&amp;S risk profile could be characterized by:</p> <ul style="list-style-type: none"> <li>• long term environmental and social impacts negatively affecting local environment and community</li> <li>• May extend beyond the boundaries of plant even with control measures</li> <li>• E&amp;S impacts are diverse, irreversible and/or unprecedented in nature</li> <li>• Residual, unmitigated or unforeseen E&amp;S risks are present</li> </ul>	<p>Client's E&amp;S risk profile could be characterized by:</p> <ul style="list-style-type: none"> <li>• Environmental and social (E&amp;S) impacts are medium to short term</li> <li>• E&amp;S impacts are limited to the plant boundary with control measures</li> <li>• May or may affect local community</li> <li>• Readily addressed through mitigation measures.</li> <li>• Residual, unmitigated or unforeseen E&amp;S risks may or may not be present</li> </ul>	<p>Client's E&amp;S risk profile could be characterized by:</p> <ul style="list-style-type: none"> <li>• Environmental and social (E&amp;S) impacts are short term</li> <li>• E&amp;S impacts are limited to the plant boundary with control measures</li> <li>• Does not affect local community</li> <li>• Readily and completely addressed through mitigation measures.</li> <li>• Residual or unforeseen E&amp;S risks not present</li> </ul>	<p>Client's E&amp;S risk profile could be characterized by:</p> <ul style="list-style-type: none"> <li>• Minimal or no environmental and social (E&amp;S) risks.</li> <li>• No manufacturing / construction activities involved</li> </ul>
<p>Examples<sup>1</sup>: Mining, Thermal power plants, Cement, Pulp and Paper</p>	<p>Example: Pharmaceuticals, Chemical industries, Large EPC contractors, Foundry</p>	<p>Example: Small EPC Contractors, Agro based industries, Plastic moulding</p>	<p>Example: Trading, service sector industry</p>

### 11.2 Industries categorised as red:

Isolated storage of hazardous chemicals (as per schedule of manufacturing, storage of hazardous chemicals rules, 1989 as amended)	
Automobile Manufacturing (integrated facilities)	
Industries engaged in recycling /reprocessing/ recovery/reuse of Hazardous Waste under schedule iv of HW (M, H& TBM) rules, 2008 - Items namely - Spent cleared metal catalyst containing copper, spent cleared metal catalyst containing zinc	
Manufacturing of lubricating oils, grease and petroleum-based products	
DG Set of capacity > 5 MVA	
Industrial carbon including electrodes and graphite blocks, activated carbon, carbon black	
Lead acid battery manufacturing (excluding assembling and charging of lead acid battery in micro scale)	Manufacturing of glue and gelatine
Phosphate rock processing plant	Mining and ore beneficiation
Power generation plant [except Wind and Solar renewable power plants of all capacities and	Nuclear power plant
Mini Hydel power plant of capacity <25MW]	Pesticides (technical) (excluding formulation)
Industries engaged in recycling / reprocessing/ recovery/reuse of Hazardous Waste under schedule iv of HW (M, H& TBM) rules, 2008 - Items namely - Spent catalyst containing nickel, cadmium, Zinc, copper, arsenic, vanadium and cobalt.	Photographic film and its chemicals
Processes involving chlorinated hydrocarbons	Railway locomotive workshop /Integrated road transport workshop/Authorized service enters
Sugar (excluding Khandasari)	Yarn / Textile processing involving any effluent/emission generating processes including
Fibre glass production and processing (excluding moulding)	bleaching, dyeing, printing and colouring
Fire crackers manufacturing and bulk storage facilities	Chlor Alkali
Industries engaged in recycling/ reprocessing/ recovery/reuse of Hazardous Waste under schedule iv of HW (M, H& TBM) rules, 2008 - Dismantlers Recycling Plants -- Components of waste electrical and electronic assemblies comprising accumulators and other batteries included on list A, mercury-switches, activated glass cullets from cathode-ray tubes and other activated glass and PCB-capacitors, or any other component contaminated with Schedule 2 constituents (e.g. cadmium, mercury, lead, polychlorinated biphenyl) to an extent that they exhibit hazard characteristics indicated in part C of this Schedule.	Ship Breaking Industries
Milk processes and dairy products (integrated project)	Oil and gas extraction including CBM (offshore & onshore extraction through drilling wells)
Phosphorous and its compounds	Industry or process involving metal surface treatment or process such as pickling/ electroplating/paint stripping/ heat treatment using cyanide bath/ phosphating or finishing and anodizing / enamellings/ galvanizing
Pulp & Paper (wastepaper based without bleaching process to manufacture Kraft paper)	Tanneries
Coke making, liquifaction, coal tar distillation or fuel gas making	Ports and harbour, jetties and dredging operations
Manufacturing of explosives, detonators, fuses including management and handling activities	Synthetic fibres including rayon, tyre cord, polyester filament yarn
Manufacturing of paints varnishes, pigments and intermediate (excluding blending/mixing)	Thermal Power Plants
Organic Chemicals manufacturing	Slaughterhouse (as per notification S.O.270(E)dated 26.03.2001) and meat processing industries, bone mill, processing of animal horn, hoofs and other body parts
Airports and Commercial Air Strips	Aluminium Smelter
Asbestos and asbestos based industries	Copper Smelter
Basic chemicals and electro chemicals and its derivatives including manufacturing of acid	Fertilizer (basic) (excluding formulation)
Cement	Iron & Steel (involving processing from ore/ integrated steel plants) and/or Sponge Iron units
	Pulp & Paper (wastepaper-based units with bleaching process to manufacture writing & printing paper)
	Zinc Smelter
	Oil Refinery (mineral Oil or Petro Refineries)
	Petrochemicals Manufacturing (including processing of Emulsions of oil and water)
	Pharmaceuticals
	Pulp & Paper (Large-Agro - wood), Small Pulp & Paper (agro based-wheat straw/rice husk)
	Distillery (molasses/ grain/ yeast based)

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### 11.3 The firm does not do business with companies when our due diligence indicates that they are active in the following activities, which we have determined expose the firm to unreasonably high risk:

- 11.3.1 Production or activities involving modern slavery, human trafficking or forced labour, defined as all work or service, not voluntarily performed, that is extracted from an individual under threat of force or penalty;
- 11.3.2 Production or activities involving harmful or exploitative forms of child labour. Harmful child labour means the employment of children that is economically exploitive, or is likely to be hazardous to, or interfere with, the child's education, or be harmful to the child's health, or physical, mental, spiritual, moral or social development;
- 11.3.3 Illegal logging;
- 11.3.4 Production or trade in any product or activity deemed illegal under the host country laws or Environmental and Social Policy Framework (including those ratified by host countries under international conventions and agreements);
- 11.3.5 Production or trade in wildlife or products regulated under CITES (the Convention on International Trade in Endangered Species of Wild Fauna and Flora);
- 11.3.6 Drift net fishing in the marine environment using nets in excess of 2.5 km in length;
- 11.3.7 Production or shipment of cluster munitions. Furthermore, please refer to the ESRM sector-specific requirements and Areas of High Caution for additional project-related requirements. Areas of High Caution Consistent with the precautionary principle of "do no harm," the firm recognizes that there are certain Areas of High Caution that require special attention, focus and respect due to heightened risks which may also subject the firm to associated credit, reputation and legal risks. These Areas of High Caution apply where these risks are identified, regardless of financial product or sector. the firm only proceeds with transactions that impact such Areas of High Caution after a careful review of impacts and risks, and confirmation that mitigation measures have been or will be designed to align with international responsible industry practice. Where applicable, the firm considers relevant national laws and international standards such as the U.N. Guiding Principles on Business and Human Rights, and, for emerging markets.
- 11.3.8 In addition, in project-related transactions where these risks are present, Independent Review of social and environmental assessment documentation by a qualified independent consultant with the relevant expertise may be required, as determined by the ESRM unit, to evaluate whether risks and impacts are being appropriately managed. This risk is of particular concern in areas of high biodiversity with critical habitat to support species and/or areas of high conservation value, such as those found in the Amazon rainforest, other tropical rainforests, Ramsar Wetlands, mangroves, etc. In addition, biodiversity degradation and deforestation exacerbate the problem of climate change. Transactions with high biodiversity risk require close review of the client's biodiversity management.

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### **12. SIGNIFICANT CULTURAL HERITAGE VALUE**

- 12.1 Cultural heritage encompasses properties and sites of archaeological, historical, cultural, artistic, and/ or religious significance. It also refers to unique environmental features and cultural knowledge, as well as intangible forms of culture embodying traditional lifestyles that should be preserved for current and future generations.
- 12.2 Projects or transactions that may impact cultural heritage require close review by the ESRM unit. the firm will endeavour to identify projects that negatively impact UNESCO World Heritage Sites.

### **13. HUMAN RIGHTS**

- 13.1 Certain risk factors in client activities can lead to elevated human rights risks that require special attention and enhanced human rights due diligence.
- 13.2 Some factors that may increase human rights risks include engagement with either suppliers or clients who are associated with or do business:
- 13.2.1 In countries or regions with both the presence of significant vulnerable populations and with a history of known human rights abuses relevant to the sector. Vulnerable groups may have increased difficulty in adapting to changes brought by projects and may not have access to adequate protection, respect and remedy for their human rights, and thus significant presence of these groups in the project area of influence increases the social risks;
  - 13.2.2 In countries or regions with a history of known human rights abuses related to the sector and weak enforcement of labour laws, especially occupational health and safety and freedom of association;
  - 13.2.3 Involving in-migration of large labour forces, which can lead to a higher risk of human trafficking or forced labour;
  - 13.2.4 With environmental justice concerns due to disproportionate adverse environmental or health impacts on racial or ethnic minority communities, or economically disadvantaged communities;
  - 13.2.5 Related to constructing or operating private prisons.

### **14. INDIGENOUS PEOPLES**

- 14.1 The firm recognizes and respects the unique historical treatment and collective rights of Indigenous Peoples, and understands that these communities' languages, beliefs, cultural values and lands are often under threat, representing a higher degree of vulnerability than other project-affected communities.
- 14.2 The firm will use extra caution and conduct enhanced due diligence when the transaction may pose adverse effects to:

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- 14.2.1 An area used or traditionally claimed by an Indigenous community;
  - 14.2.2 Their communal self-preservation based on traditional ways of life; or
  - 14.2.3 Their use or enjoyment of critical cultural heritage that is essential to their identity and/or the cultural, ceremonial or spiritual aspects of their lives.
- 14.3 Building upon government efforts, companies must not infringe upon the rights and protections for Indigenous Peoples contained in relevant national law, including those laws implementing host country obligations under international law.
- 14.4 Globally, in project-related lending for projects involving involuntary resettlement of indigenous communities, significant impacts on land and natural resources traditionally used by the community, or significant impacts on critical cultural heritage, project sponsors are expected to have engaged in meaningful consultation with directly affected Indigenous Peoples.

### DEFINITIONS

**DEI:** means Diversity, Equity and Inclusion

**E&S Management System (ESMS):** means an environmental, health, safety, and social management system implemented or to be implemented by the firm and which enables or will enable the firm to identify, assess, and manage environmental and social risks in respect of its operations on an ongoing basis, in compliance with the applicable legislation in South Africa. Such system will include manuals and related documents, including, but not limited to, policies, management programs and plans, procedures, requirements, performance indicators, responsibilities, training, and periodic audits and inspections with respect to environmental and social matters designed to identify, assess, and manage risk in respect of the firm's operations on an ongoing basis.

**ESG:** means Environmental, Social and Governance (ESG)

**E&S:** means Environmental and Social

**GBH:** means Gender based violence

**THE FIRM:** means BEKKER BRINK & BRINK INCORPORATED, Registration number 1994/009663/21 situated at ABSA Building, 2<sup>nd</sup> Floor, 60 Church Street, Ermelo, 2351.

**HIGH BIODIVERSITY RISK :** means the variability, complexity and interdependence of species and ecosystems on land and in the ocean. Biodiversity risk analysis considers the potential impacts activities can have on the health and integrity of global biodiversity and ecosystem services.