



ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY POLICY

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Magnificent Catalytic Inclusions Limited

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Purpose

The purpose of this policy is to memorialize the commitment of Magnificent Catalytic Inclusions Limited, on its own behalf and on behalf of any subsidiaries and affiliates (“Magnificent” or the “Company”), to the preservation of the environment, providing a healthy and safe workplace for our employees, our contractors, and our customers, and generally to being responsible members of the communities in which we live and work.

Policy

Magnificent is firmly committed to compliance with all environmental, health and safety (“EHS”) laws applicable in any region in which Magnificent conducts its business. The Company conducts its business with a view to the protection of the environment, and the health and safety of our employees and others who are affected by our business.

The Company pursues pollution prevention, energy conservation, and waste reduction and management in connection with hazardous or restricted substances to achieve environmental excellence. Work to develop products that utilize raw materials and processes that minimize pollution throughout the product life cycle from design and manufacture to customer use and end-of-life disposal. Commit to being the global sun power experts drawing solar energy into millions of households, so that future generations enjoy a cleaner and more beautiful planet.

E&S Policy Statement

Magnificent has established an E&S Policy that provides a guiding framework for integrating and managing E&S risks. Specific commitments in the 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 Magnificent 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;
 - a. Establish dedicated environmental department/ unit/ E&S Manager or Coordinator within the institution.
 - b. Senior management involvement and commitment to E&S compliance
 - c. Provide internal training/capacity building on E&S issues including GBV and code of conduct to relevant staff (such as engineers, site managers, construction managers, contractors etc.), including on:
 - i. Screening of investments for potential environmental and social impacts, scoping assessments, planning mitigation options, public consultation to assess feasibility and acceptability options; steps 1-7 to implement the environmental and social screening process for projects;

- ii. Environment: site selection to minimize environmental impacts and social disruption; mitigation measures for contractors and subcontractors (through adequate language in contracts); management of impacts during construction; monitoring of effectiveness of measures;
 - iii. Monitoring and grievance redress: transparency and supervision responsibilities including specifics on confidential reporting with safe and ethical documenting of GBV cases and referral to appropriate GBV service providers.
- 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 Magnificent's commitments by communicating the policies and procedures to internal staff through formal meetings, awareness training, and other internal communication channels;
- 8. Commitment to maintain good track record on E&S compliance, including:
 - a. Establish and maintain a Grievance Redress Mechanism & keep proper records of complaints received and resolution of each one.
 - b. Good record keeping for any incidents of legal E&S non-compliance, fines, or complains including compliance to staff code of conduct.
 - c. Reporting to relevant government agencies (such as Rural Electrification Agency), lenders, investors, including prompt reporting of any incidents, accidents, or GBV/SEA related cases.
- 9. Commitment to regular review of the policies and procedures for suitability and relevance.

Guiding Principles or Objectives

Implementation of this Policy is guided by the following principles or objectives:

- Ensure compliance with all EHS laws wherever Magnificent conducts business.
- Provide a safe and healthy work environment for our employees, contractors, visitors, customers and the community.
- Relentlessly pursue an EHS incident-free workplace through hazard identification and risk reduction.
- EHS is the responsibility of all. Demonstrate leadership and commitment, and encourage employee involvement in creating a safe workplace, free of occupational injuries and illness; emphasize individual responsibility for safety by all employees, supported at all levels of management.

- Monitor, measure and assess the Company's EHS performance and management system on a regular and continuing basis in order to continuously improve EHS policies, procedures and implementation.
- Management is responsible for providing training, systems and resources to ensure a safe, healthy and environmentally sound workplace.
- All EHS incidents will be reported and major incidents investigated.

Dissemination and Implementation of Policy

The officers of Magnificent and all subsidiaries are responsible for the communication and dissemination of this Policy and the principles contained within it. Directors, managers, and supervisors are responsible for implementing practices within each department that comply with this Policy.

Magnificent expects its personnel and business partners to share its strong commitment to EHS.

Magnificent will not tolerate any parties directly or indirectly engaging in a violation of this Policy. Employees found to have violated this Policy will be disciplined, with consequences up to and including employment termination. Any third party that breaches this Policy may have its relationship with Magnificent terminated and face legal action.

Reporting of Violations

Any person who suspects that a violation of this Policy has or may have occurred (or may occur in the future) is expected to notify his or her direct manager, legal department, and/or compliance office. Any person that is not comfortable notifying any of the foregoing parties should report the suspected breach (or risk of breach) through Magnificent's Whistleblower hotline by phone (+234 708 345 9907) or by e-mail (operatons@mci-ng.com). Such notifications will be managed in accordance with Magnificent's Whistleblower Policy, which is available online at www.mci-ng.com.

Magnificent encourages feedback regarding actual or potential violations of this Policy and will support any report of a genuine concern made in good faith, even if the report turns out to be mistaken. Magnificent is committed to ensuring no one suffers detrimental treatment (including dismissal, disciplinary action, threats or other unfavorable treatment) as a result of reporting in good faith his or her suspicion that a violation of this Policy is or may be taking place in any part of Magnificent's business or the business of Magnificent's partners.