

Miten Environmental and Social Responsibility Policy

1. Policy Objective

The purpose of this policy is to outline the commitment of **Miten** to environmentally sustainable and socially responsible practices in all projects, including energy, renewable energy, hydropower, transmission infrastructure, agribusiness, food processing, warehousing, and cold storage. Our goal is to conduct operations in a manner that protects the environment, promotes community well-being, and aligns with global standards for responsible development.

2. Scope

This policy applies to all Miten operations, employees, contractors, and stakeholders involved in project development, implementation, and management. It extends to every stage of project lifecycles across our sectors, ensuring that both environmental sustainability and social welfare are prioritized from inception to operation.

3. Core Principles

A. Environmental Stewardship

1. Sustainable Resource Use

- Prioritize efficient use of resources (water, energy, materials) in design and operations.
- Incorporate renewable energy sources and energy-efficient technologies to reduce carbon footprints.

2. Biodiversity Protection

- Conduct Environmental Impact Assessments (EIAs) for all projects to identify, mitigate, and manage potential impacts on ecosystems.
- Protect biodiversity by ensuring that project sites avoid critical habitats and incorporate wildlife corridors, if applicable.

3. Pollution Control and Waste Management

- Adopt pollution prevention measures, including waste reduction, recycling, and safe disposal of hazardous materials.

- Implement air and water quality monitoring systems, especially for high-impact sectors like hydropower and food processing.

4. Climate Change Mitigation

- Integrate climate resilience measures into project designs, including flood management and drought-resistant infrastructure for vulnerable regions.
- Aim to reduce greenhouse gas emissions by adopting low-carbon technologies and promoting sustainable practices.

B. Social Responsibility

1. Community Engagement and Development

- Engage local communities from project planning to execution to ensure that projects meet community needs and expectations.
- Create employment opportunities for local residents, especially in rural and underserved areas, and offer skills development programs.

2. Respect for Indigenous Rights and Cultural Heritage

- Respect the rights of indigenous peoples and protect cultural heritage by conducting Cultural Heritage Impact Assessments where necessary.
- Foster inclusive decision-making processes by consulting with indigenous groups and considering traditional knowledge in project designs.

3. Health and Safety

- Establish rigorous Health, Safety, and Environment (HSE) standards to protect the well-being of employees, contractors, and surrounding communities.
- Ensure that construction and operational sites are equipped with appropriate safety measures, emergency response protocols, and accessible grievance mechanisms.

4. Labor Rights and Fair Employment

- Uphold fair labor practices, including equal opportunity, non-discrimination, fair wages, and adherence to international labor standards.

- Implement anti-harassment policies and provide safe, respectful workplaces for all employees and contractors.

4. Implementation Strategies

A. Environmental and Social Impact Assessments (ESIAs)

1. Conduct ESIs for all projects to identify potential environmental and social impacts early in the planning stage.
2. Establish mitigation and management plans to address identified impacts, monitoring effectiveness throughout project lifecycles.

B. Environmental Management Systems (EMS)

1. Implement an EMS aligned with ISO 14001 standards to manage and reduce environmental impacts across all project sites.
2. Set measurable environmental performance goals and regularly audit performance to ensure compliance and continuous improvement.

C. Social Management Systems (SMS)

1. Develop an SMS to manage social risks and promote positive social outcomes, including mechanisms for community feedback and grievance redress.
2. Integrate social impact metrics to monitor contributions to community well-being and social equity.

D. Sustainable Procurement

1. Partner with suppliers who meet sustainability criteria, prioritizing those who adhere to environmental and social responsibility standards.
2. Encourage the procurement of sustainable materials and resources that minimize environmental impact and support ethical labor practices.

E. Transparency and Reporting

1. Publish annual sustainability reports detailing environmental and social performance, including greenhouse gas emissions, resource use, and community engagement outcomes.

2. Use international reporting frameworks (e.g., Global Reporting Initiative, UN Sustainable Development Goals) to maintain transparency and accountability.

5. Stakeholder Engagement

1. Public Consultation and Community Involvement

- Hold regular public consultations to keep stakeholders informed and involved in decision-making, especially for projects affecting local communities.
- Provide clear, accessible information on project impacts, benefits, and grievance mechanisms.

2. Partnerships with NGOs and Government Bodies

- Collaborate with environmental and social organizations, government agencies, and other stakeholders to ensure comprehensive project oversight and support local initiatives.
- Engage in public-private partnerships to foster sustainable development and leverage expertise in community health, education, and environmental conservation.

6. Compliance and Standards

1. Legal and Regulatory Compliance

- Ensure that all projects comply with local, national, and international environmental and social regulations.

2. International Standards

- Align operations with international standards, including the International Finance Corporation (IFC) Performance Standards, Equator Principles, and UN Guiding Principles on Business and Human Rights.

7. Monitoring, Review, and Continuous Improvement

1. Performance Monitoring

- Regularly monitor environmental and social performance indicators, tracking progress toward sustainability goals and identifying areas for improvement.

2. Internal Audits and Reviews

- Conduct internal audits to ensure compliance with this policy and assess the effectiveness of environmental and social impact measures.

3. Continuous Improvement

- Pursue ongoing improvement of environmental and social practices by incorporating new technologies, feedback, and lessons learned from past projects.

4. Training and Capacity Building

- Provide regular training for employees, contractors, and stakeholders on environmental management, social responsibility, and best practices for sustainability.

8. Accountability and Reporting

1. Internal Reporting

- Establish clear reporting lines and accountability mechanisms to ensure compliance with environmental and social policies at all project levels.

2. Public Disclosure

- Report progress transparently to the public and stakeholders through regular disclosures, fostering trust and demonstrating commitment to sustainability and social responsibility.

9. Policy Review

This Environmental and Social Responsibility Policy will be reviewed and updated regularly to reflect emerging challenges, technological advancements, and evolving regulatory requirements.

Contact Information

For questions about our Environmental and Social Responsibility Policy or specific project inquiries, please contact:

- **Environmental and Social Responsibility Department**
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“This policy reflects Miten's commitment to creating lasting positive impacts on the environment and society while ensuring sustainable growth for its projects across multiple sectors.”

Miten Energy

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