

Environmental and Social Governance (ESG) Policy

ZKJ Energy Partners Limited is committed to conducting its operations in a manner that ensures environmental sustainability, social responsibility, and economic development to foster positive relationships with stakeholders, employees, and the communities we serve. This policy outlines our approach to ESG as an integral part of our business strategy.

Environmental Commitment

To promote environmental sustainability, ZKJ will:

- Comply with Regulations: Adhere to all applicable environmental laws, regulations, and industry best practices.
- Sustainable Resource Management: Promote efficient use of natural resources, including energy and water, while minimizing waste generation.
- Pollution Prevention: Implement measures to reduce emissions, control pollution, and mitigate environmental degradation.
- Biodiversity Conservation: Support initiatives that protect and restore biodiversity in areas where we operate.
- Climate Change Mitigation: Develop and integrate renewable energy solutions, adopt technologies to reduce carbon footprints, and contribute to climate resilience.
- Continuous Improvement: Regularly review and enhance our environmental management systems and sustainability initiatives.

Social Responsibility

As part of our commitment to social sustainability, ZKJ will:

- Stakeholder Engagement: Foster transparent communication with local communities, governments, and industry partners.
- Community Development: Support social programs as necessary to promote education, health, and infrastructure development, in the regions we operate.
- Labour Rights and Fair Employment: Uphold fair labour practices, equal opportunity employment, and safe working conditions in line with international labour standards.
- Health and Safety: Prioritize the well-being of employees, contractors, and communities through proactive health and safety measures.
- Diversity and Inclusion: Promote a culture of inclusion and respect for diversity in the workplace.
- Ethical Business Practices: Operate with integrity, transparency, and accountability, ensuring compliance with anti-corruption and human rights standards.

Implementation and Monitoring

To ensure the effectiveness of our ESG Policy, we will:

- Establish measurable objectives and key performance indicators (KPIs) to track our ESG targets.



- Provide regular training and awareness programs for employees and stakeholders.
- Conduct periodic assessments, audits, and reviews to ensure compliance and continuous improvement.
- Encourage open reporting of environmental and social concerns and take prompt corrective actions where necessary.

This policy will be reviewed annually to align with evolving regulatory frameworks, industry standards, and corporate sustainability goals.

A handwritten signature in red ink, appearing to read 'Rumundaka Wonodi', is centered on the page.

Rumundaka Wonodi

Founder/Chief Executive Officer

January 2025