

Munzara Nig Ltd is committed to integrating Environmental, Social, and Governance (ESG) principles into all aspects of its operations. We recognize our responsibility to minimize our environmental impact, promote social well-being, and uphold the highest standards of governance. This policy reflects our dedication to sustainable development, ethical business practices, and long-term value creation for all stakeholders.

## 2. Scope

This policy applies to:

- All employees, contractors, and temporary workers.
- Suppliers, vendors, and business partners.
- Communities affected by our operations.
- Customers, investors, and other stakeholders.

## 3. Core Principles

### A. Environmental Responsibility

Munzara Nig Ltd is committed to protecting the environment and minimizing the ecological impact of its operations. We will:

#### 1. Reduce Carbon Footprint:

- Implement energy-efficient practices and technologies.
- Transition to renewable energy sources where feasible.

#### 2. Waste Management:

- Reduce, reuse, and recycle waste materials.
- Properly dispose of hazardous waste in compliance with regulations.

#### 3. Water Conservation:

- Minimize water usage and promote efficient water management.

#### 4. Biodiversity Protection:

- Avoid operations in ecologically sensitive areas.
- Support initiatives that protect local ecosystems and biodiversity.

#### 5. Compliance:

- Adhere to all environmental laws, regulations, and standards.

### B. Social Responsibility

Munzara Nig Ltd is committed to fostering social well-being and inclusivity. We will:

#### 1. Human Rights:

- Respect and promote human rights in all operations (refer to our Human Rights Policy).

#### 2. Employee Well-Being:

- Provide safe, healthy, and inclusive workplaces.
- Offer fair wages, benefits, and opportunities for professional development.

#### 3. Diversity and Inclusion:

- Promote diversity in hiring, leadership, and decision-making.
- Ensure equal opportunities for all employees.

#### 4. Community Engagement:

- Engage with local communities to understand and address their needs.
- Support community development initiatives, such as education, healthcare, and infrastructure.

#### 5. Customer Responsibility:

- Deliver high-quality, safe, and sustainable products/services.
- Protect customer data and privacy.

### B. Governance Responsibility

Munzara Nig Ltd is committed to maintaining the highest standards of corporate

governance. We will:

**1. Ethical Business Practices:**

- Conduct business with integrity, transparency, and accountability.
- Prohibit bribery, corruption, and unethical behavior.

**2. Board Accountability:**

- Ensure the Board of Directors oversees ESG performance and risks.
- Promote diversity and independence on the Board.

**3. Risk Management:**

- Identify, assess, and mitigate ESG-related risks.
- Develop contingency plans for potential disruptions.

**4. Stakeholder Engagement:**

- Regularly communicate with stakeholders on ESG matters.
- Respond to stakeholder concerns and feedback.

**5. Compliance:**

- Adhere to all applicable laws, regulations, and industry standards.

**4. Implementation and Accountability**

**A. Roles and Responsibilities**

**Management:** Ensure ESG principles are integrated into business strategies and operations.

**Employees:** Adhere to this policy and report any ESG-related concerns.

**Suppliers and Partners:** Comply with this policy and collaborate on ESG initiatives.

**B. ESG Committee**

- Establish an ESG Committee to oversee the implementation of this policy.
- The Committee will monitor progress, set targets, and report on ESG performance.

**5. Reporting and Transparency**

- Munzara Nig Ltd will publish an annual \*\*ESG Report\*\* detailing its performance, goals, and initiatives.
- Key metrics and progress will be shared with stakeholders through:
- Company website.
- Annual reports.
- Stakeholder meetings.

**6. Training and Awareness**

- Provide regular training to employees, suppliers, and partners on ESG principles and practices.
- Raise awareness about the importance of sustainability and responsible business practices.

**7. Monitoring and Review**

- Conduct regular audits to assess compliance with this policy.
- Review and update the policy annually to reflect evolving ESG standards and stakeholder expectations.

**8. Commitment to Continuous Improvement**

Munzara Nig Ltd is committed to continuously improving its ESG performance. We will:

- Set measurable ESG goals and targets.
- Collaborate with stakeholders, industry peers, and ESG organizations.
- Innovate and adopt best practices to drive sustainable growth.

**9. Policy Approval**

This policy has been approved by the Board of Directors of Munzara Nig Ltd and is endorsed by the CEO.

Signed  
  
.....

David Ilabor

Date

12/02/2025