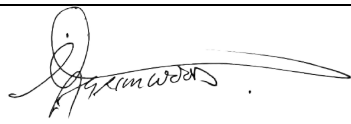




ENVIRONMENTAL POLICY

| EXCO REVIEW | |
|----------------|--|
| Signature Date | 4 September 2025 |
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ENVIRONMENTAL POLICY

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| REFERENCE: | |
| ISSUE DATE: | |
| AUTHOR: | |

REVISION HISTORY

| ISSUE | DATE | AUTHOR | REVIEW |
|-------|------------|--------|----------------|
| V2 | MARCH 2011 | HRM | SEPTEMBER 2013 |
| V3 | JUNE 2013 | HRM | SEPTEMBER 2014 |
| | | | |

1. INTRODUCTION

KI is committed to supporting all environmental protection regulations and policies of the country of operation. It is committed to conservation and reducing its carbon emission in all of its business activities. KI endeavours to provide a safe, healthy workplace, protecting the environment, conserving energy and natural resources. With specific processes in place KI believes that it can support a healthy and safe environment. We are committed to:

- Providing a safe and healthy workplace, reducing exposure to harmful chemicals; ensuring that personnel are properly trained in regards to cleaning and repairing of equipment in the workplace.
- Conserving natural resources by adopting pollution prevention practices. i.e. extending the life of equipment through preventive maintenance scheduling, purchasing and reworking used equipment etc., recycling paper, reducing printing and reducing waste
- Developing and improving operations and technologies to minimize waste, and other pollution for the protection of the environment, patients and staff in all areas of operation be it in the Department of Health or any other places of work. This is to also minimize health and safety risks as part of occupational health and safety.
- The disposal of waste safely and responsibly is the responsibility of all staff. KI ensures that all clinical staff adheres to the SAG criteria for medical and chemical/hazardous waste disposal.
- Ensuring the responsible use of energy throughout our business, including conserving energy, improving energy efficiency, and giving preference to renewable over non-renewable energy where feasible.
- Participating in efforts to improve environmental protection and understanding. Sharing appropriate pollution prevention technology, knowledge and methods with other partners
- Strive to continually improve KI's environmental management system and performance through participation in the EMS (Environmental Management System) where feasible and ensure compliance with changing regulations
- Promptly reporting all noncompliance issues in accordance with applicable governmental reporting requirements, evaluate causes of noncompliance, and implement corrective actions.
- Establishing procedures for periodic review of environmental compliance with all laws and regulations.
- Establishing procedures to ensure all that employees are knowledgeable of, understand and comply with all applicable environmental laws and regulations.

This policy applies to all individuals working for Kheth'Impilo, whether departmental heads/partners/consultants], full-time, part-time or fixed-term employees, trainees, contract staff, temporary staff, learners and/or community workers as well as consortium partners and sub-recipients.

Continued overleaf

ENVIRONMENTAL POLICY

2. PURPOSE

KI is dedicated to the practice of sound environmental management. These values originate at the organisation's top management and are emphasized through all levels of responsibility within the organization.

As such, the organisation agrees to:

- Meet legislative requirements for environmental protection.
- Provide a workplace free of recognized hazards and maintain healthy working conditions for all company employees.
- Closely monitor all facilities for prevention of all types of environmental hazards and pollution. (Pollution is the introduction of contaminants into the natural environment that cause adverse change. Pollution can take the form of or, such as noise, heat or light, the components of pollution, can be either foreign substances/energies or naturally occurring contaminants)
- Participate in recycling to the greatest practical extent to reduce impact on landfills and promote recovery of valuable resources. (Convert waste into reusable material)

a) Environmental Impact

The organisation continually strives to identify areas where it can minimise the impact on the environment with the efficient use of material, energy and reduced emissions. It does so through support of the 3 'R's- reduce, re-use and recycle of waste in all its operations throughout the country.

b) Emissions

We are committed to conserve natural resources by adopting pollution prevention practices. These prevention measures include, but not limited to:

- i. The use of skype or teleconference meetings and interviews to reduce road and air travel of staff nationally.
- ii. When more than one staff member is attending the same meeting, the use of one vehicle is permitted and finance will reimburse mileage cost for one vehicle only, unless supported by a motivation signed by the direct line manager of the relevant employee.
- iii. The use of environmentally approved cleaning agents, air conditioners and refrigeration etc

c) Water Usage

Water wastage is kept to a minimum although water consumption is not a major activity of the organisation. KI does encourage the responsible use of water in its operations

d) Electricity Usage

Energy efficient laptops, printers and other appliance and lighting are used wherever feasible. KI is continuously trying to reduce its energy consumption in carrying out its business

e) Procurement

In accordance with the Procurement Policy Code of Conduct, preference will be given to the promotion, development and support of enterprises who subscribe to eco—or environmentally friendly production / manufacturing or relevant corporate social responsibility The purchase of sustainable products with low environmental impact is encouraged.

3. IMPLEMENTATION AND REVIEW

This policy is effective once approved. Human Resource will review the policy on an annual basis.

S Coleridge HRM/Environmental Policy

Approved by EXCO.