



**CORPORATE SOCIAL
RESPONSIBILITY POLICY**



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1. Definitions of Terms

“Corporate Social Responsibility” means conducting business in a socially responsible and ethical manner while protecting the environment and the safety of people.

“FTG Group” refers to FTG Group refers to FTG Holdings Limited and its Subsidiaries and entities in which FTG Group has an interest.

“The Company” refers to FTG Holdings Limited and its affiliations

“Business Ethics” refers to the basic fundamental standards principles of conducting business in a generally accepted way.

“Stakeholder” refers to a person, group or organization that has interest or concern in an organization

2. Policy Brief and Purpose

Our Corporate Social Responsibility (CSR) policy refers to our responsibility towards our environment. Our Company's existence is part of a bigger ecosystem of people, values, other organizations and nature. The social responsibility of a business is to give back to the bionetwork just as it gives to us.

The policy seeks to provide a framework and guidelines for the identification and management of corporate social responsibility activities of the Company in line with the expectations of diverse global stakeholders.

Corporate responsibility also acts as a discipline that helps us manage risks and maximize on the opportunities available to us in a changing world.

3. Scope

This policy shall apply to the Company and its subsidiaries. It may also refer to suppliers and partners linked with the Company.

4. Key Principles

FTG Group is dedicated to be a responsible business that meets the highest standards of integrity and continuous improvement in spreading the Flame Tree Spirit of building Africa through the business of the Company.

Our company's core elements of social responsibility are as follows:

4.1 Business Ethics and Transparency

The Company is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in its governance systems.

Therefore, the Company shall:

- Conduct its business in an open, honest, and ethical manner.
- Recognize the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.
- Advise its partners, contractors, and suppliers of its corporate social responsibility policy, and will work with them to achieve consistency with this policy.
- Be committed to measuring, auditing and tracking the performance of its corporate social responsibility programs.
- Abide by the laws that regulate the business in the areas where FTG Group operates.

4.2 Environmental Health & Safety

FTG Group is committed to protecting the health and safety of all individuals interacting with its activities, including employees, stakeholders and the public. The Company will provide a safe and healthy working environment, and will not compromise the health and safety of any individual.

FTG Group's ultimate goal is to mitigate various risks that could harm the environment by working with its stakeholders, peers and others to promote responsible environmental practices and continuous improvement. In so doing, the Company:

- Is committed to environmental protection and stewardship.
- Recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into its business decision-making.
- Will encourage all employees and stakeholders to be responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

4.3 Stakeholder Relations

FTG Group shall endeavour to apply fair industry practices, while respecting the national and local laws of the countries and communities where it operates and is committed to providing equal opportunity in all aspects of employment. The Company will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

FTG Group works with various stakeholders to help them conduct their business fairly and to treat their workers and employees fairly and with dignity and respect, maintain safe working conditions, and conduct manufacturing activities in an environmentally safe and responsible manner.

FTG Group will not tolerate human rights abuses, human trafficking and/or slavery, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

4.4 Community Involvement

FTG Group shall strive to understand and respect the cultural values and laws wherever it operates. In fulfilling this, the Company shall:

- Actively support initiatives in those communities where its employees live and work. This commitment shall be visible in contributions of financial, equipment and /or volunteer support.
- Encourage its employees to contribute time and energy in leadership and other roles through programs organized internally and externally to support the community.
- Enter into partnerships with other organizations, and support projects jointly with other partners in alignment with this policy.

5. Roles and Responsibilities

5.1 FTG Group Board

The Board of Directors shall review and approve this policy and identify activities in which the Company can participate in from time to time.

5.2 FTG Group Chief Executive Officer

The CEO shall ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues.

5.3 Subsidiary General Managers

Ensure that this policy is implemented in the respective country/subsidiary and, develop and recommend Corporate Social Responsibility strategies to the Board for approval.

5.4 FTG Group Employee

Each employee is encouraged to participate in Corporate Social Responsibility activities when requested to and volunteering their skills, time and resources.

6. Exclusions

The Corporate Social Responsibility activities shall exclude the support of political campaigns, political activism and legislative lobby groups, promotion of religious radicalism, any activity with a potential to antagonize public interest and any activity deemed socially or morally inappropriate or insensitive.

7. Relevant Legislation

This policy will take cognizance of statutory and regulatory requirements of the countries in which FTG Group operates.

FTG Group Communications Policy	Version:	FTG.V001	Date Approved:	
	Authority:	FTG Group Board	Policy Owner:	Group CEO