



ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG)

ESG Policies, Standards, and Commitments

May 2, 2024

1 Vision Statement

SADRINE aspires to be a leading civil engineering consultancy and construction company in Uganda, recognized for excellence in both project delivery and environmental, social, and governance (ESG) stewardship. We believe that integrating ESG principles strengthens our business, fosters a positive impact on society, and contributes to a sustainable future.

2 Environmental Policy

Commitment: We are dedicated to minimizing our environmental footprint throughout the project lifecycle, from design to construction and operation. We will achieve this by:

- **Resource Conservation:**
 - Implementing practices that reduce energy and water consumption in our offices and at construction sites.
 - Utilizing sustainable materials with high recycled content whenever feasible.
 - Optimizing designs to enhance energy efficiency in buildings we construct.
- **Pollution Prevention:**
 - Developing and implementing comprehensive waste management plans to minimize waste generation and promote recycling.
 - Employing dust control measures and adopting best practices to minimize air and water pollution during construction activities.
 - Establishing protocols for the responsible storage and disposal of hazardous materials.
- **Climate Change Mitigation:**
 - Integrating energy-efficient technologies and renewable energy sources into our projects whenever possible.
 - Promoting sustainable transportation practices by encouraging the use of fuel-efficient vehicles and exploring alternative transportation options.
 - Calculating and offsetting our carbon footprint through tree planting initiatives or participation in carbon offset programs.
- **Biodiversity Protection:**
 - Conducting environmental impact assessments for projects to identify potential threats to ecosystems and biodiversity.
 - Implementing measures to mitigate negative impacts and, where possible, restore or enhance natural habitats.
 - Raising awareness among employees and subcontractors about the importance of protecting biodiversity.

3 Social Policy

Commitment: We are committed to creating a positive social impact by:

- **Ethical Labor Practices:**
 - Upholding fair labor practices that ensure competitive wages, safe working conditions, and equal opportunities for all employees.
 - Maintaining a strict no-tolerance policy for discrimination or harassment in the workplace.
 - Prohibiting child labor in all aspects of our operations.
- **Community Engagement:**
 - Establishing open communication channels with communities potentially affected by our projects.
 - Prioritizing local procurement of materials and services whenever possible to support the local economy.
 - Contributing to community development initiatives through sponsorships or volunteer programs.
- **Health and Safety:**
 - Providing comprehensive health and safety training for all employees and subcontractors.
 - Implementing strict safety protocols on construction sites to minimize the risk of accidents and injuries.
 - Promoting a culture of safety awareness among all personnel.
- **Gender Equality:**
 - Actively promoting gender equality in the workplace by creating a diverse and inclusive environment.
 - Providing equal opportunities for career development and leadership roles for women.
 - Partnering with organizations that empower women in the construction industry.

4 Governance Policy

Commitment: We are committed to conducting our business with the highest standards of integrity, transparency, and accountability. We will achieve this by:

- **Business Ethics:**
 - Maintaining a strong anti-corruption culture with zero tolerance for bribery or unethical business practices.
 - Operating with transparency in all business dealings and adhering to the highest ethical standards.
 - Promoting fair competition in the construction industry.

- **Corporate Governance:**
 - Maintaining a strong board of directors with diverse expertise and experience.
 - Implementing clear and transparent decision-making processes.
 - Establishing robust internal controls and risk management practices.
- **Compliance:**
 - Maintaining strict adherence to all relevant Ugandan laws and regulations governing the construction industry and environmental protection.
 - Staying up to date on evolving regulations and adapting our practices accordingly.
- **Sustainability Reporting:**
 - Regularly communicating our ESG performance through sustainability reports that outline our achievements, challenges, and future goals.
 - Engaging with stakeholders in a transparent manner to receive feedback and address concerns.

5 Implementation and Continuous Improvement

- We will establish a dedicated ESG committee responsible for overseeing the implementation of these policies and standards.
- We will develop clear procedures and guidelines for each policy area, outlining specific actions and responsibilities for employees.
- We will set measurable targets for our ESG performance and regularly monitor progress against these targets.
- We will integrate ESG considerations into all aspects of our business operations, including project planning, procurement, construction execution, and post-construction activities.
- We will provide ongoing training to employees on ESG principles and best practices.
- We will establish a grievance mechanism for stakeholders to raise concerns about potential ESG violations.
- We will regularly review and update our ESG policies, standards, and commitments to reflect best practices and emerging trends.
- We will actively seek feedback from stakeholders on our ESG performance.