

ESG POLICY

June 2018

Maris Group (Maris) is committed to making a tangible contribution to the local communities in which it operates. In order for us to achieve this, we focus on good governance, our people, our stakeholders and the surrounding environment.

GOOD GOVERNANCE

Maris has developed and implemented an Environmental and Social Management System to proactively manage and integrate environmental and social standards across its operations. We adhere to the applicable environmental and social legislation of the jurisdictions in which we operate as well as to International Standards used by our shareholders (IFC PS, WB EHS Guidelines).

OUR PEOPLE

Maris values its people. We demonstrate this through our behaviour, actions, and decisions every day in:

- Providing a safe, productive and healthy working environment;
- Treating our employees with fairness and respect;
- Ensuring the work place is free from harassment, intimidation or abuse; and
- Embracing diversity within our employees, suppliers and customers.

OUR STAKEHOLDERS

Maris values the contribution its stakeholders make to its business. As such we undertake consultation and participation that is meaningful, consistent, comprehensive, coordinated and culturally appropriate.

THE ENVIRONMENT WE OPERATE IN

Maris recognizes that through proactive environmental management, impacts to the environment surrounding our operations are reduced. Our focus areas include environmental performance improvement, waste minimization and water conservation.