



Maris

INVESTING IN GROWTH IN AFRICA

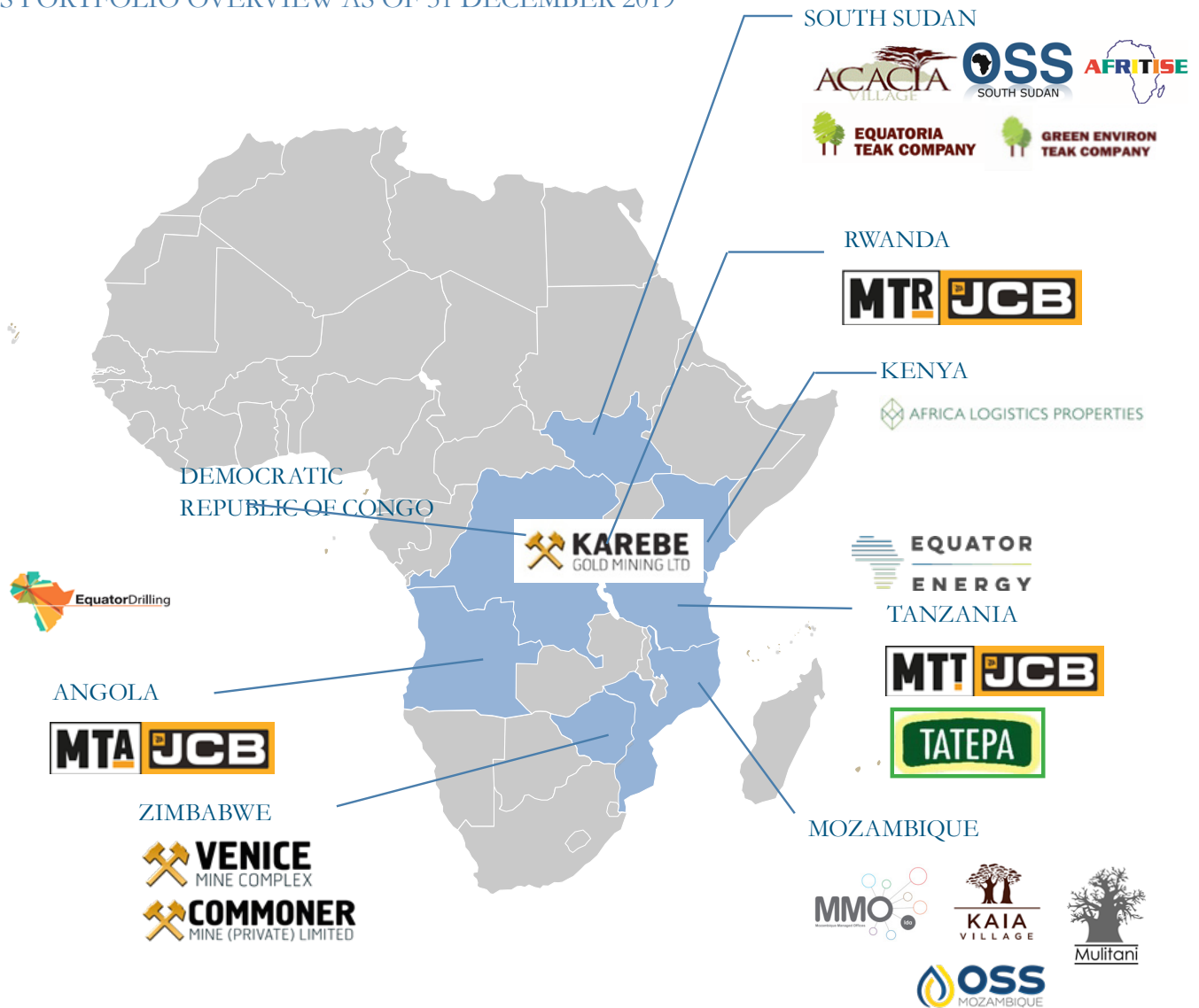


ACACIA VILLAGE SOUTH SUDAN

ESG Annual Report 2019

GBL1 Mauritian Company	Incorporated June 27th, 2014
REGISTERED OFFICE	c/o CrossInvest Global Management Services Ltd Office FF01 Endemika Business Park Phase 2 Petit Raffray Republic of Mauritius
REGIONAL OFFICES	Nairobi Maputo London
DIVISIONS	Property Services Business Services Mining Agriculture and Forestry
SHAREHOLDERS	84
BOARD OF DIRECTORS	David Morrison (Chairman) Marc Beuls Nicholas Ferguson Iwan Meister Henry Obi Raju Shaulis Charlie Tryon (Chief Executive) Harris Harjan (Mauritian Director) Harry Sutherland (Mauritian Director)

MARIS PORTFOLIO OVERVIEW AS OF 31 DECEMBER 2019



Company name	Division	Country	Maris ownership	Year of initial investment	Total investment	Exclusion list	ESG Categorization
Acacia	Property Services	South Sudan	54%	2009	\$2,705,706	No	Medium - B
ALP	Property Services	Kenya	13%	2016	\$6,961,346	No	High - A
Commoner	Mining	Zimbabwe	80%	2013	\$3,347,819	No	High - A
Equator Drilling*	Business Services	DRC	80%	2013	\$2,182,856	No	Medium high - B+
Equator Energy	Business Services	Kenya	70%	2016	\$2,038,142	No	Medium - B
ETC	Agriculture & Forestry	South Sudan	85%	2012	\$7,151,211	No	High - A
ETP	Agriculture & Forestry	Kenya	85%	2018	\$400,000	No	Medium - B
KGML	Mining	Kenya	80%	2009	\$12,801,720	No	High - A
MMO	Property Services	Mozambique	75%	2012	\$980,772	No	Low - C
MTA	Business Services	Angola	47%	2011	\$5,871,254	No	Medium - B
MTR	Business Services	Rwanda	50%	2016	\$618,296	No	Medium - B
MTT	Business Services	Tanzania	50%	2014	\$2,888,451	No	Medium - B
Mulitani	Property Services	Mozambique	100%	2013	\$5,454,433	No	Low - C
OSS	Property Services	Mozambique	100%	2009	\$6,955,041	No	Low - C
QSS	Property Services	Mozambique	100%	2013	\$7,629,535	No	Low - C
Tatepa	Agriculture & Forestry	Tanzania	18%	2012	\$3,939,642	No	High - A
Venice	Mining	Zimbabwe	90%	2015	\$6,401,347	No	High - A

*Equator Drilling was operational until Q4 of 2019

With this report we aim to give an overview of the Maris Group's approach to Environmental, Social and Governance (ESG) management and to highlight the progress of our portfolio companies. 2019 was a year in which there has been steady progress in the further development and implementation of the Maris ESMS. In the first half of the year the main focus has been on further embedding the environmental & social policies and procedures that were introduced in 2018 while the second half of the year was primarily used to introduce new elements and to initiate a first internal audit to track implementation at portfolio level. We have seen an increased understanding of ESG risks and opportunities by portfolio companies which leads to greater commitment to active ESG management.

While the Group managed to make good progress overall, there have also been challenges. TATEPA lost both its EHS Officers during the year and it has not been easy to find a suitable candidate to replace them. Although the TATEPA team managed to cover most of the ESG responsibilities, there will be work to catch up with when the new officer starts. Maris E&S Officer will be available to support and to make sure that he or she can pick up again where the others left.

Equator Drilling suspended its operations in Q4 due to the difficult business climate in the drilling sector. At the same time Maris started Equator Services Mozambique, a company that provides construction and materials handling machinery leasing and specialist support services to the oil and gas industry in northern Mozambique.

Last year can also be marked by the closure of the first round of the Maris Group fund raising. In the process of raising capital it became clear from talks with potential investors that ESG management is gaining importance in the decision making process and often already at an early stage when initial due diligence takes place. Where before ESG would be mainly on the agenda of DFI's it is now becoming a general investor requirement. We also noticed a shift from the more traditional topics like health & safety and compliance towards social matters such as community engagement and human rights. As part of the new Shareholders Agreement with FMO an Environmental & Social Action Plan (ESAP) has been agreed on that includes the engagement of a Social Expert to support and provide knowledge transfer in identifying social and human rights related issues associated with the Group's current and future portfolio.



EQUATORIA TEAK COMPANY, SOUTH SUDAN

PROGRESS GROUP

At the end of 2019 63% of the ESMS had been implemented. Two new E&S standards have been introduced to the portfolio companies as part of the Group's ESMS.

The first one is the Monitoring, Reporting and Compliance Assurance Standard. Initial E&S Key Performance Indicators (KPIs) have been established for measuring and tracking E&S performance of the Group and Opcos are required to submit their ESG data monthly. The ESG data collection tool consists of data that the Group currently reports to its shareholders as well as a wide range of other variables that are Environment, OHS, People, Social and Compliance related. By creating an ESG reporting channel now, we can easily respond to additional reporting requirements from new investors in the future.

The second E&S standard is the Incident and Non-Compliance Management Standard which documents the steps required to manage incidents and non-compliance using 6 incident categories divided over 3 severity levels. Opcos were already required to report all serious incidents, but having implemented this standard allows for uniform incident management throughout the group. Opcos are required to record incidents and non-compliances in the incident register which can be used for monitoring and internal audits.

PROGRESS BUSINESS SERVICES AND PROPERTY SERVICES

As part of the Operational Control Standard another three operational procedures have been introduced to the Opcos within the Business Services and Property Services divisions: Waste Management Procedure, Soil and Biodiversity Management Procedure and the Heritage and Archaeological Chance-Find Procedure. All Opcos are required to implement the Waste Management Procedure and to take note of the other two procedures so that they can be referred to when applicable. With the introduction of these procedures, all Opcos now have access to the minimum operational controls required as per ESMS for the Business Services division and the Property Services division.

The Mozambique portfolio companies reviewed their Emergency Action Plans as a response to the increased insecurity in the province of Cabo Delgado in Northern Mozambique (see also Incidents and Non-Compliance Issues). The security situation affects the Equator Services operations directly as its area of operation is between Pemba and Palma, where the majority of attacks take place. The Maris Driving Protocol for Cabo Delgado has been reviewed and updated and all expatriate staff movement is forbidden until further notice. Kaia Village has upgraded its security measures, in accordance with the requirements of its major O&G clients Exxon Mobil and Total. This includes a fence separating the public and residents' area and additional guards are present on the premises. Kaia Village is now considered the most secure place in Pemba.

PROGRESS MINING

On 16 December, Maris CEO Charlie Tryon and Maris E&S Officer Karijn de Bok visited Karebe. They met with the Karebe management team to re-introduce the ESMS and to emphasize the importance of properly managing E&S risks. While the agri-forestry, business services and property services divisions are constantly making good progress in the implementation of the ESMS as well as in their E&S performance, the mining division's progress has been disappointing. The main reasons for its slow headway have been the constant operational issues that distract management from taking up E&S system improvement as well as lack of (E&S) capacity. Going forward, this will have to be addressed to make sure that the data capturing and reporting matches the strict H&S management that the mines adhere to.

ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM

PROGRESS AGRICULTURE AND FORESTRY

Tatepa and ETC have completed the implementation of the ESMS that was initially developed for them in 2018 and are now adding new elements whenever they consider this necessary to manage and improve E&S performance. The companies continue to review existing procedures to insure these are aligned with operational requirements. ETC amended its Pesticide Management Procedure early in the year to match the South Sudanese requirement to only use pesticides when there is an outbreak and only after approval from Ministry of Agriculture has been obtained.

TATEPA is undergoing a transition that includes financial restructuring of the company and a cost cutting exercise, including the retrenchment of 34 employees at Rungwe Avocado Company (RAC). In October, 19 employees have been let go followed by another 15 employees in November. RAC follows the strict guidelines of the Employment and Labour Relations (Code of Good Practice) Rules or retrenchment. More redundancies will follow in the next few months at Wakulima Tea Company (WTC) as well.

The RAC OHS Committee has lost half of its members due to the retrenchment and therefore it has held elections for new members during the meeting in December. Despite the strong head winds that TATEPA faces, progress has still been made on the company's E&S performance. In the past months the company has continued to train staff members on various E&S topics. Training sessions at RAC include fire management skills, OSHA first aid training to extend first aiders certification with one year and OSHA industrial safety and hygiene training. The four employees trained on industrial safety and hygiene are now company OHS ambassadors which means they assist in further implementing the OSH company policies and train their colleagues.

At WTC, four boiler staff were sent to the OSHA offices in Mbeya for boiler management training. The company has organised safety briefings for tea harvesting machine operators at both estates. A staff meeting took place to explain the Workers Compensation Fund and its benefits. This meeting was organised together with WCF experts who provided training on how to reduce workplace accidents. Following the installation of the new machines in the tea factory, the machine operating guidelines and Machine Safety Procedure have been updated and new fire extinguishers have been ordered for all workplaces. The new machines produce a lot less noise and dust.

The WTC EHS officer and the RAC Community Liaison officer both resigned in 2019 and a new EHS officer has to be recruited to start in Q1 2020. With the financial restructuring of TATEPA, Maris ownership in TATEPA will increase up to 80% in the next 12 months and in RAC up to 84% in the next 3 months. This is a great opportunity to take further control in the E&S management of the company.

ESG ADVISORY PANEL

In accordance with our Shareholders' Agreement with FMO, we established an ESG Advisory Panel. This Panel will advise the Maris Board on ESG risks of existing and new investments. The initial standard panel members are Walter van Helvoirt (FMO E&S Officer), Andrew Fimister (Maris Operations Director) and Karijn de Bok (Maris E&S Officer). The first meeting of the ESG Advisory Panel took place in September in the FMO offices where the Maris Board met for their quarterly meeting and a second meeting took place in November. Going forward, meetings will take place two weeks in advance of each Maris Board meeting so that any relevant update and advice can be included in the Board papers. The agenda always includes as a minimum:

- Review of forthcoming investment deals prior to due diligence phase and their likely ESG priorities;
- Assessment of ESDD of proposed deals including expansions of existing investments; and
- Review of existing portfolio ESG risks, priorities, major events or developments, with particular focus on Category A and B+ investments.

The final Terms of Reference for the Panel have been shared with FMO for review and approval.

ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM

ESDD NEW INVESTMENTS

Since the new Shareholders' Agreement with FMO was signed, the Maris Group screened four new investments following the New Investment Screening Procedure, which includes an Environmental & Social Due Diligence (ESDD). Three ESDD reports have been shared with FMO as per our Shareholders' Agreement.

The first one was the ESDD report for the expansion of Equator Energy and the second report involved the expansion of the MT Group. Both investments are considered E&S risk category B and therefore the ESDD was done internally. A third ESDD took place in December to assess the E&S risks of Evergreen Crops, a herb farm just outside Nairobi. Given the number of workers and the location, the investment is considered a category B+ project and therefore we have engaged IBIS Consultancy to undertake an independent ESDD. The final ESDD reports, for which FMO's comments are considered, form part of the Final Investment Review that is presented to the Maris Board.

For the financial restructuring of TATEPA, it was agreed with FMO that no separate ESDD was needed, considering the urgency of the investment. The ESDD will be covered by the upcoming external verification of the Maris Group. Going forward Maris is only required to share ESDD reports with FMO for all investments with risk category A or B+ and for which we have to engage a third party to undertake the ESDD.



EQUATOR ENERGY, BOSASO, PUNTLAND

MARIS EXTERNAL VERIFICATIONS

In December 2019 Maris contracted IBIS Consulting for the Social Expert Review of its portfolio with a focus on the Mining and Agri-Forestry divisions. The purpose of the review is to assess the current social performance management against the international framework and to assist Maris in closing any existing gaps, capacity building and develop and implement appropriate risk controls. Topics included are human rights, labour, stakeholder engagement including grievance management and the management of illegal miners. IBIS will commence the work in January 2020.

Maris is also committed to an overall ESG verification of the Maris Portfolio as part of its ESAP with FMO and the overall Due Diligence that CDC planned to undertake. The Terms of Reference were sent to short listed ESG consultants and a first selection was made. This will take place ~3 years after the initial ESDD that IBIS undertook on behalf of CDC and will give us third party confirmation on the progress made. The verification has been put on hold until further notice when CDC halted discussions. It was decided to wait and see if other potential investors require a similar ESDD, to avoid duplication of work and costs. Discussions will resume in 2020.

GRIEVANCE

One level D grievance was reported by Mulitani in October. Mulitani staff mistakenly believed they are entitled to yearly pay raises by law, based on incorrect information they received by the union in Tete. A pay raise is only applicable for employees who earn less than minimum wage after the annual increase of minimum wages by the Mozambique Government in April each year. When the company did not agree to increase salaries, staff went on strike on 2 October 2019 which lasted 3 hours. The employees rejected an initially offered increase of 5% after which the matter was discussed during a wider meeting with the union and the labour department. The issue was finally resolved with a salary increase of 8%. The complaint and any steps taken by the company to resolve the matter have been logged in an internal grievance form.

GOVERNANCE

As part of the annual Business Integrity review Maris updated its Anti-Bribery and Corruption (ABC) policy which was re-circulated in October to all operational companies together with the Donations, Gifts and Hospitality Policy. All company directors and senior management are required to sign the anti-bribery statement again and to attend the Doing Business Without Bribery e-learning. Companies are also required to (further) implement the policies and to inform the company's third parties of our strict ABC policies. An Anti-Bribery and Corruption statement has been published on the Maris website together with the E&S policies.

LOOKING AHEAD

The implementation of the initial ESMS should be completed in 2020, which relies to a large extent on the progress made at the mining division. For the other divisions one of the main actions required is the implementation of the risk management standard. Implementation is considered successful if control measures are in place for all high risks. Other steps to be taken this year are the verification of the overall progress by means of internal audits and the assessment of training needs within the Opcos.

In addition to the existing ESMS requirements for the business services division, the Maris E&S Officer will assess any required changes or additional operational procedures for the META Group. With the expansion of the META Group comes an opportunity to create a separate ESMS for the META Group that focuses on the specific risks and opportunities for the plant and equipment sector.

The first phase of the social expert review by IBIS is expected to be completed by the end of March 2020 with a gap analysis and social action plan including a training proposal. Phase two would then focus on providing tailor made training to the Maris ESG team as well as assisting Maris in closing the identified gaps. The latter would mainly consist of reviewing existing and developing new ESMS elements. The execution of phase two is expected to be completed by the end of June 2020.



KAIA VILLAGE, MOZAMBIQUE



VENICE MINE COMPLEX, ZIMBABWE



EQUATOR DRILLING, DRC



WAKULIMA TEA COMPANY, TANZANIA



JOB

2,742 Portfolio company jobs

93% National employees



HOURS WORKED

7,675,734



GENDER BALANCE

25% female workers



TAXES AND ROYALTIES

\$4,1m



WAGES

\$10,5m



COMMUNITY CONTRIBUTIONS

\$0.07m



OUTGROWERS SUPPORTED

> 15,000 farmers

OUR PEOPLE

In 2019 Maris was operational in 9 different countries with 19 different companies. These companies employed a total of 2,742 individuals of which 48% are permanent employees and 25% are women. This means 10% less permanent employees compared to 2018 but an increase of 1% in female employees. Maris Group employed another 19 permanent employees in its three offices in Nairobi, Maputo and London. A total of 7,675,734 man hours were undertaken by the Group.

OUR ENVIRONMENT

With its IFC aligned ESMS Maris is offering its companies a solid framework for their environmental risk management. This framework often exceeds local and national requirements. The ESG data collection tool and the risk registers will allow us to see what each company's environmental risk and opportunities are and what mitigation measures should be taken.

We are also looking to expand our reporting of data that can be linked to the UN Sustainable Development Goals, for example, SDG 13 Climate Action, that promotes limitation of global emissions of carbon dioxide (CO₂). Equator Energy sets a reporting example by publishing the energy produced by its projects over the past 12 months together with the approximate amount of greenhouse gas emissions avoided in CO₂ equivalent. With ETC's planting and re-planting programme, we aim to report on the significant carbon capture that the trees contribute to and aim to measure how this offsets the Group's carbon footprint.

OUR COMMUNITIES

Maris companies spent a total of US\$69,803 on community programs in 2019, only 10% of the community spending in 2018. This difference is mainly a result of the termination of the AGDEVCO SDU program after 2018 which was a major part of Wakulima Tea Company's contribution in 2018. 71% of the community programs are undertaken by the Mining and Agriculture & Forestry divisions which are the divisions operating in the most remote areas of our portfolio and where we aim to have an impact by creating socio-economic development. We are proud that 93% of our workforce are national employees of which the majority comes from the communities surrounding our operations.

Furthermore, US\$10,495,742 was paid to our staff members in wages. This includes social security taxes. In addition to that Maris companies contributed to the economic development of its host countries with corporate taxes and royalties of US\$4,086,638.

LOCAL IMPACT

With the implementation of our Environmental & Social Management System the operational companies are having a better understanding of the wide range of topics that E&S entails. As a result, a lot more information is being shared with the Group E&S Officer by the portfolio companies and instead of focussing mainly on H&S measures and incidents, they now also share information on things like community initiatives, waste management and stakeholder engagement. This will be very helpful in further expanding our impact measuring and reporting. Over time we are looking to not only use our impact for reporting purpose but to differentiate ourselves from our peers when marketing ourselves to investors and other stakeholders.

Mozambique Managed Offices (MMO) recently became a good example in showing that companies can benefit from demonstrating its impact and receive recognition for it. Mozambique Managed Offices won a 1 million Meticaís prize (equivalent to ~US \$16,000) from BCI Bank for being the best SME in Mozambique in 2018. This annual prize is given to a company that sets an exemplary standard by adopting good business practice. The criteria to win the prize include social responsibility and inclusion. MMO is run by an all female management team and the company employs 83% women.

Worth mentioning also is that, following the cyclones that hit Mozambique in April, FMO has donated a grant of €50,000 for disaster relief to affected communities. FMO and Maris Mozambique together decided that the money would go the rehabilitation of 8 schools in Mucujo, Cabo Delgado. Mucujo was hit hard by cyclone Kenneth and 16 villages were devastated. Nema, the only charity based in Mucujo, has been appointed as the project implementation partner. The rehabilitation works started in Q3 2019 and are expected to be completed in the beginning of 2020.





CYCLONE IDAI, MUITANI, MOZAMBIQUE



GRAND NAIROBI BIKE RACE, ALP, KENYA



ZERO WASTE CAMPAIGN, MMO, MOZAMBIQUE

Equatoria Teak Company (ETC) is South Sudan's leading sustainable forestry company. ETC was founded in 2006, and currently manages five teak concessions in Gbudue State (formerly Western Equatoria State) totalling 1,700 ha. of planted teak and over 18,000 ha. of concession area. The company is the largest private sector employer in the area and over 90% of the workforce is drawn from the local Nzara community, who receive significant investment in employee training programmes. Beyond this, the company has formed a unique community fund programme to fund projects to directly benefit the local community.

ETC will have harvested the currently available mature teak within the next year. After this point, ETC will continue planting teak seedlings and focus on low level maintenance of its newly planted teak until it reaches maturity. ETC is Gbudue State's largest private employer and the loss of employment, royalties, duties and contributions to the community fund while waiting for the teak to mature over the next 25 years is a significant concern for the region. Anticipating this, ETC started looking at alternative economic activities to cover the ongoing cost of operations as well as to create new employment opportunities for the region for the period between harvests and beyond.

In the past 2 years ETC has been trialling different high value products with a strong export market to see what crops are most suitable to grow in Gbudue State. The trial crops include vanilla, macadamia nuts, castor beans and four different types of coffee (Arabica, Robusta, Ruiru 11 and Excelsa). ETC is piloting the first steps towards an outgrower model in which ETC provides the local farmers (smallholders) with seedlings, fertilisers and equipment, as well as training in growing of these specialist crops. Once the crops have matured ETC then purchases the produce at agreed prices for export. So far over 22,000 of these alternative crop seedlings have been planted on ETC land and community land of which the majority is coffee. In addition 2,500 teak seedlings have been given out to smallholders. The company has seen successful and less successful trials in the past year and is now looking to extend the trial phase to further improve the quality of crops in order to increase the chances of successfully marketing the products later on.

The company sees potential for its project to become a sustainable outgrower programme in addition to ETC's teak business and that supports the move from subsistence to commercial farming in the region. The smallholders will learn to optimize the use of the inputs needed for farming (seedlings, fertilizer, water). By training they will increase their crop yields and crop quality and learn how to treat waste (water) and produce compost. The smallholders will also be able to use their new found knowledge on the crops they grow for their own consumption and the domestic market. The programme will focus on extensive capacity building programs for the local smallholders as well as marketing the products for the domestic and foreign markets.

The alternative crop project will run parallel to ETC's teak activities which remains of course the company's core business. We are looking to rehabilitate degraded bush within our concession areas. The bush has been slashed and burned already but needs re-clearance. We would allow local farmers to crop the area under supervision with intercropped such as groundnuts. This will not only provide the community with food but it will also increase the nitrogen levels in the soil and will reduce weeding costs. We would then allow farmers to use the land for a period of ~3 years until the area is to be reforested by ETC. We provide additional hectares each year for the duration of the project and aim to take degraded bush through commercial agriculture into sustainable forestry management.



EQUATORIA TEAK COMPANY, SOUTH SUDAN

MANGOND	
BLOCK NUMBER	2
COFFEE VARIETY	EXELSA
AREA	1.0HA
NUMBER OF PLANTS	400



EQUATORIA TEAK COMPANY, SOUTH SUDAN



EQUATORIA TEAK COMPANY, SOUTH SUDAN

At this stage ETC is looking to receive funding to be able to continue the trial phase of the crop project for another 2-3 years and to start the transition agroforestry. Many links can be made to the programmes of potential donors like UNDP, FAO, WFP and Western countries of which some already have shown interest. The project will strongly contribute to the following UN Sustainable Development Goals (SDGs):



With support from the Dutch Embassy in Juba ETC has formed a partnership with FAO, ICCO (a Dutch NGO) and Humingbird (a local NGO based in Nzara). The consortium has developed a project proposal for an outgrower scheme in Nzara involving teak, Excelsa coffee, banana and groundnuts. The groundnuts provide for nutrition in the short term while at the same time adding nitrogen to the soil, the coffee provide for medium term income and the teak for income in the long term which can be seen as an investment for the next generation as well. The proposal has been submitted in December to the Netherlands Enterprise Agency (RVO) to apply for the Sustainable Development Goals Partnership (SDG-P) facility, a grant managed by RVO. The proposals will be assessed and verified in Q1 2020 after which final feedback is expected to be received in June 2020. If the project is being selected, the aim is to start the inception phase in July 2020.

ETC has also started conversations with USAID and FAO to develop a second outgrower programme for GETC around the high value export crops simsim (sesame), groundnuts and possibly cowpeas. These plans will be further developed in conjunction with USAID and FAO in 2020.

The Incident and Non-Compliance Management Standard was introduced in the beginning of 2019 as part of our ESMS. The standard outlines the procedure of identification and reporting of incidents and allows for identical incident reporting throughout the group. Each company is now required to include all incidents and non-compliances in the ESG data sheet, in addition to the Serious Incident Reports that companies were already required to submit in case of an incident that results in loss of life or a severe permanent injury or severe permanent damage to health, a material adverse environmental or social impact, material breach of law relating to environmental or social or business integrity matters, or financial irregularity or fraud.

A total of 90 incidents were recorded for the year 2019 of which 88 are Occupational Health & Safety incidents and 2 were Security incidents. From the 90 incidents that took place within the Group, 41 were considered Lost Time Injuries (LTIs). With a total of 7,675,734 hours worked by employees and contractors in 2019 this resulted in a LTI incident rate of 1.068 for the year compared to 2.75 in 2018. The improvement can be attributed to the increase of man hours on the one hand and the reduction of LTIs on the other hand. The group furthermore reported 43 MTIs which is classified as a work-related injury or illness requiring doctor-prescribed medical treatment but that does not result in loss of work time.

The following 6 incidents are considered Serious Incidents:

- On 8th March serious flooding caused by Cyclone Idai in Mozambique and Malawi caused the Chire river to burst its banks, leading to flooding the Mulitani compound. No injuries occurred and damage to the property was minimal. However, the impact on communities in Northern Mozambique were enormous.
- On 15th March a Venice sub-contractor employee died while manoeuvring a tractor and trailer close to the tailings scrubber. From the investigation, it was surmised that the employee either had a heart attack, stroke or some kind of hypertensive episode and lost control of the tractor. The company reviewed its SOPs and improved the dumping area by the addition of a bund wall along the sides of the road to the scrubber, increasing the height of the edge to the scrubber and placing a permanent spotter.
- ETC reported that the company's Bell logger machine was set on fire by two unidentified men in the night of 21st July. The damage of company property was a result of lack of armed personnel on site after the police had removed their staff without informing the ETC's Security Company. The incident is considered a security incident. The machine is completely burnt out and an insurance claim was submitted.
- A worker at ETC sustained a hand injury when his hand was crushed by the horizontal bandsaw machine at the Yaboa sawmill during a dismantling exercise on the 27th of July. As a result of the incident, the employee lost all five fingers in the days following the incident. The accident was the result of poor risk assessment, lack of safety measures, lack of communication and failure of command and control. After the incident the company drafted a Heavy Machinery Dismantling Procedure as well as a risk assessment form and the incident was discussed in subsequent safety talks.
- On 2nd November an employee of Equator Services Mozambique was travelling in an area between Mocímboa da Praia and Hawasse, in the Province of Cabo Delgado. The vehicle he was travelling in was fired upon by unknown assailants (most likely members of the armed insurgency) and the employee was killed. The case was handed over to the authorities. Although it was a non-work related incident, it was considered relevant to report as the incident illustrated the security situation in the area. Maris EXCO was involved and measures have been taken to avoid such incident to happen again.
- MTT reported an incident occurred on 27th December whereby a technician sustained a head injury while supervising the offloading of machines from a container. The company immediately organised a training session on safety during the workflow and H&S procedures have been re-enforced.

All Serious Incidents have been reported to the Maris Board during the year.



ALP WEST, ALP, KENYA

MARIS LIMITED

c/o CrossInvest Global Management Services Ltd,
Office FF01,
Endemika Business Park Phase 2,
Petit Raffray,
Republic of Mauritius.

www.marisafrica.com