

# E & S REPORT 2023



Maris





# Investing in Growth in Africa

ESG REPORT 2023



Maris



# Contents

Portfolio  
Overview

**06**

Location &  
Operations

**07**

Mission Vision  
and Values

**08**

Alignment with  
the SDGs

**09**

Key Impacts of the  
Maris Group in 2023

**10**

2023 Group-wide  
ESG Orgchart

**11**

Message from  
our CEO

**12**

Human Rights and  
Human Capital

**14**

Climate  
and Energy

**21**

Community  
Contribution

**23**

Water and Waste  
Management

**28**

ESMS  
Implementation

**31**

# Portfolio Overview

Maris Group is a diversified investment holding company committed to responsible long-term growth in Africa. Maris portfolio companies located in East and Southern Africa span five core sectors, namely:

Agriculture & Forestry | Mining | Business Services | Real Estate and | Renewable Energy

## Agriculture

The Forestry and Agriculture division, or as it is called, Agris focuses mainly on agriculture, forestry, and food within five operating companies:



## Mining

This division, otherwise known as Mopani Gold, is made up of 3 gold mining companies in Kenya and Zimbabwe;



## Business Services

The META Group operating in Angola, Kenya, Mozambique, Rwanda, Tanzania, Uganda and Zambia, trades a variety of new and used construction equipment brands, concreting equipment and materials handling equipment.



## Renewables

Maris invests in the commercial and industrial solar sector and electric mobility sector and has 2 companies in Kenya under this division:



## Real Estate

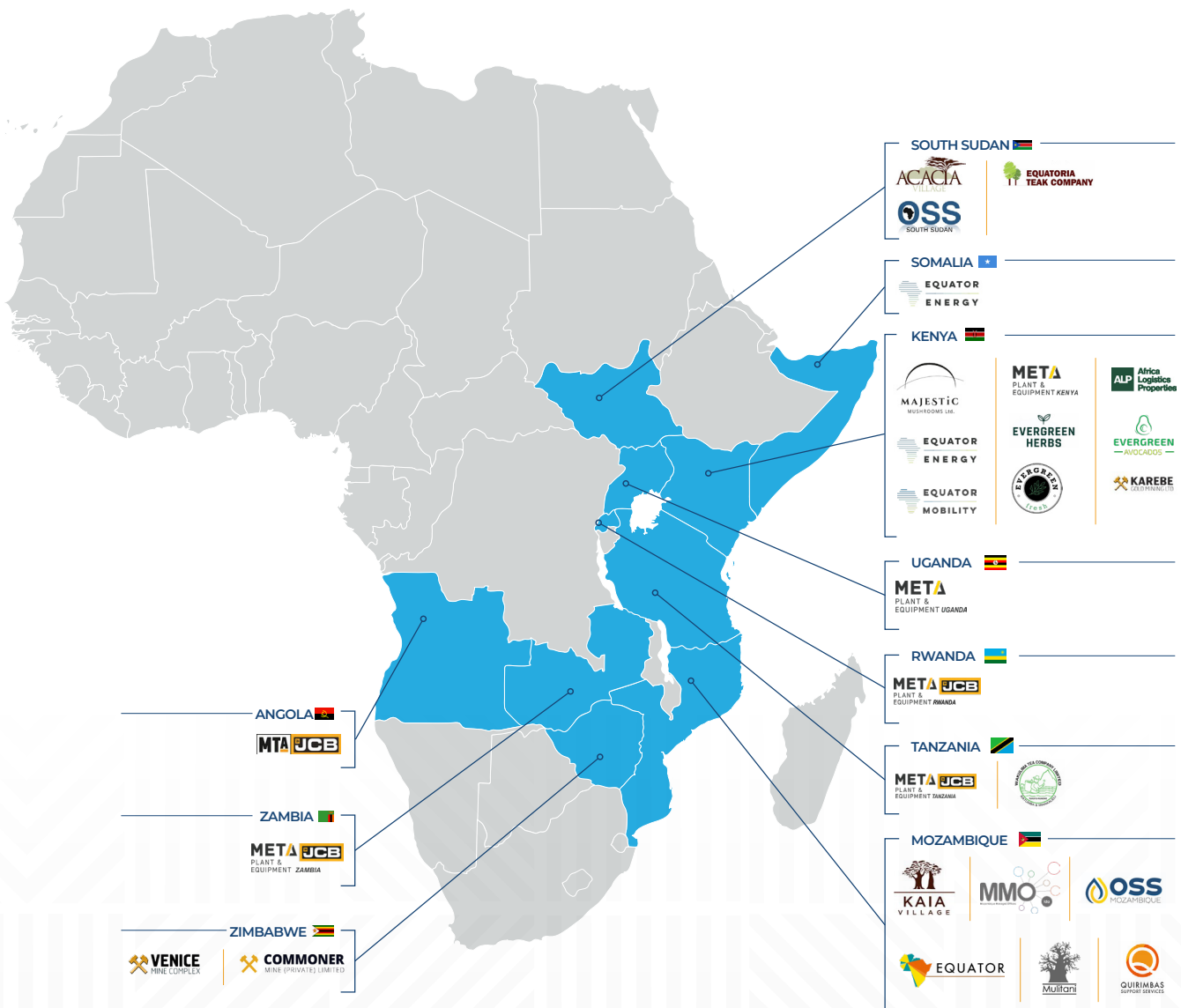
Our real estate companies range from Grade A warehousing and logistics facilities, serviced and managed offices to high quality, long-stay serviced accommodation. They include:



# Location and Operations

This report is an assessment of our organization’s performance on Environmental, Social, and Governance (ESG) aspects covering the period from January to December 2023. It aims to provide stakeholders, including investors, customers, employees, and the wider community, with transparency about our operations, strategies, and impact on the environment and community.

The full report provides an in-depth analysis of our material ESG issues, including Human Rights and Human Capital, Climate and Energy, Community Action, Water and Waste Management, and ESMS implementation. The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards.



# Our Mission, Vision & Values

As a diverse investment holding company, Maris is committed to responsible long-term growth with investments that promote economic growth and development across the continent.

Our companies operate with a strong commitment to ethical and responsible practices, guided by our Environmental, Social and Management System (ESMS) developed in 2018, in accordance with the International Finance Corporation's (IFC) Performance Standards and World Bank Environmental Health and Safety guidelines.



## Mission

Our mission is to capitalise on the potential of Africa's economies by investing in a wide range of businesses and sectors, including Renewable Energy, Mining, Real Estate, Service Provision and Agriculture. We strive to create sustainable value for our stakeholders, including our investors, employees, customers, and the communities we operate in. Through our operational companies, we aim to create jobs and improve the standard of living for our people.



## Vision

Our vision is to be the leading investment company in Africa, recognized for exceptional performance, service and commitment to environmental and social responsibility.



## Values

At Maris, we are guided by a set of core values that are written into our ESMS policies.

### **Integrity**

We operate with honesty and transparency in our interactions, transactions, and relationships.

### **Respect**

We respect the diversity and dignity of all our stakeholders.

### **Responsibility**

We recognize our responsibility to the community, the environment, and our stakeholders and aim to create sustainable value for all.



# Alignment with the SDGs

Aiming to make a meaningful contribution to global sustainability efforts, Maris has strived to align its operations with 5 of the UN Sustainable Development Goals (SDGs), including SDG 3 (Good Health and Well-being), 4 (Quality Education), 5 (Gender Equality), 7 (Affordable and Clean Energy), and 13 (Climate Action).



Karebe Gold Mining Ltd partners with 4 local health centers in the region and donates drugs and other necessary medical supplies to them every month contributing to the good health and well-being of community members.



Karebe Gold Mining Ltd also partners with local schools to build infrastructure such as dormitories, classrooms, dining halls, and teachers' accommodation blocks and has also been providing school fees bursaries to needy students in the region.



Maris has implemented gender-sensitive policies in all its divisions including a sexual harassment policy, a GBVH policy, and a grievance management procedure. Gender committees with female representation in high-risk divisions have been instituted to prevent discrimination and harassment..



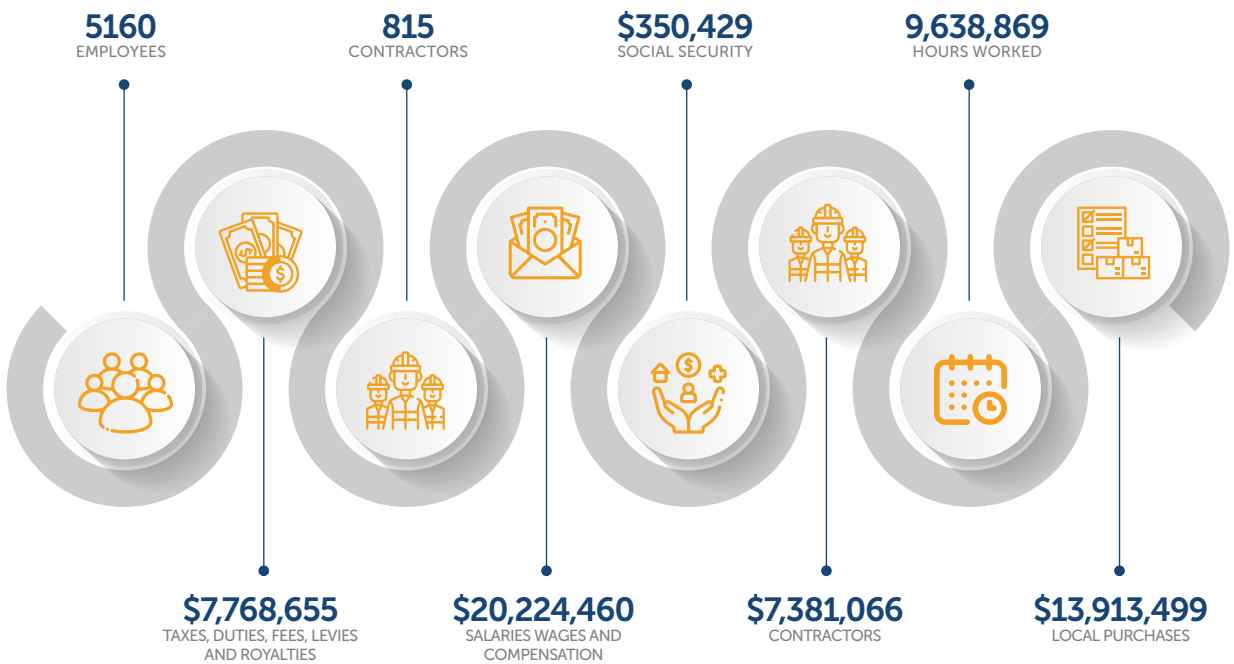
Through its Renewables Division, Maris is uniquely positioned to contribute to the attainment of SDG 7 Affordable and Clean Energy with its focus on industrial and commercial solar power provision in East and Southern Africa, coupled with the selling and leasing of electric vehicles and their associated charging infrastructure.



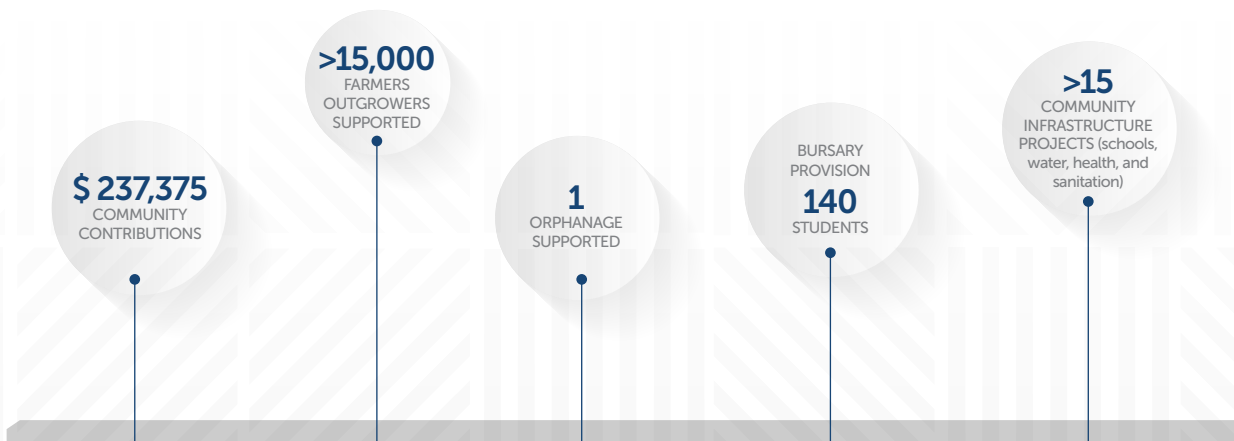
The increased value of local purchases by our OpCos has also resulted in economic growth. Offering opportunities for technical training and career advancement for Maris Group employees, and provision of extension services to smallholder farmers. Above market pay rates for positions within the group.

# Key Impacts of the Maris Group in 2023

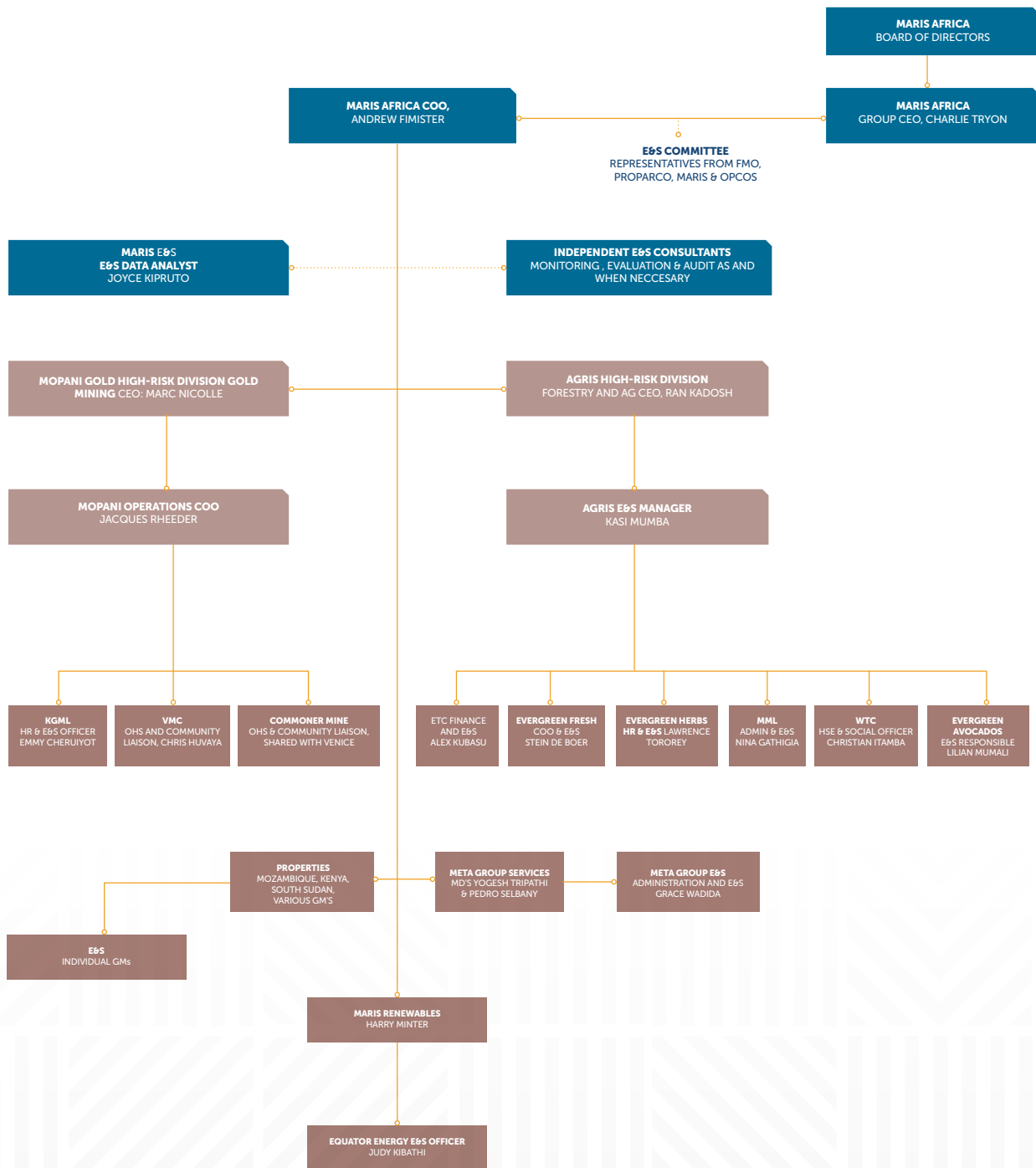
## Economic Impact



## Community Contribution



# 2023 Group-wide ESG Organization Chart



# Message from our CEO

Maris has continued to evolve and develop its ESG activities throughout 2023 building on an already well established platform. These improvements have included expanding our E&S reporting and risk management platforms to more companies within the group, recruiting additional ESG capacity within key high-risk businesses, improving the quality and quantity of our reporting and refinement and greater adherence to our Environmental and Social Management Systems (ESMS) and Environmental and Social Action Plan (ESAP).

The group is now reporting in detail across its 24 operating subsidiaries and following the actions and impacts of its portfolio companies and their more than 5,000 employees. Perhaps unsurprisingly our net carbon footprint as a group is far lower than most businesses of our size and is arguably close to zero.

The impact of having planted and coppiced over 3 million teak trees at ETC and over 100,000 coffee bushes is very significant. Whilst we are yet to define the exact amount of carbon captured (which in itself is a debatable subject) it is likely to be in the region of 3 million tonnes of CO<sub>2</sub>e over the life of ETC, far exceeding our current emissions profile over the same period.

A great deal of work has gone into improving our grievance reporting policies and processes at Maris too. We have made good strides towards implementing grievance management procedures across the group, particularly within our agriculture businesses, a sector that has been plagued by poor publicity following some catastrophic failures of companies to safeguard their female workforce.

We are likely to focus more on water resource efficiency in the coming year with the scaling up of operations at Agris. Evergreen Avocados particularly will need to closely measure and monitor its water consumption and efficiency and ensure we attain the highest standards in sustainable water usage at a time when avocado production is coming under ever greater scrutiny.

It remains for me to thank our ESG teams for their hard work and to stress that whilst we have made good progress, our ESG journey remains a work in progress and there is still much to do if we are to attain the high standards set by some of our shareholders.



**Whilst we are yet to define the exact amount of carbon captured (which in itself is a debatable subject) it is likely to be in the region of 3 million tonnes of CO<sub>2</sub>e over the life of ETC, far exceeding our current emissions profile over the same period.**

*Charlie Tryon*  
CEO

# Corporate Governance

Corporate governance is important in shaping an organization’s ethical and responsible operations. Although Maris’ corporate governance approach is still evolving, the group has established several governance structures, including a board of directors at the group and division levels, an ESG advisory committee, and internal ESMS policies and procedures that oversee operations and decision-making.

In addition to its primary governance role, the Maris board of directors is responsible for overall ESG oversight and currently comprises 8 members, as seen below. Their biographies can be found on the Maris’ website at <https://marisafrica.com/maris-board/>

---

## MARIS BOARD EXECUTIVE MANAGEMENT

---



**Charlie Tryon**  
CEO

---

## BOARD OF DIRECTORS

---



**Michael Turner**  
Chairman



**Marc Beuls**  
Director



**Aida Kimemia**  
Director



**Harry Sutherland**  
Director



**Raju Shaulis**  
Director



**Harris Harjun**  
Director



**Iwan Meister**  
Director



**James Bethune Taylor**  
Director

---

### ESG Advisory Committee

This committee was set up to assess E&S risks and opportunities, including relevant E&S improvement actions for operating companies (potential and new companies), and advises the board accordingly to improve E&S’ positive impact.

Comprised of E&S representatives from FMO and Proparco (Maris’ largest shareholders), along with management representatives and the Maris E&S team, the committee works together to ensure comprehensive assessment and guidance on all ESG matters.

The active involvement of our shareholders in the committee fosters a culture of continuous improvement. By sharing their expertise, they contribute to improving our ESG initiatives and ensuring alignment with industry standards, emerging trends, and stakeholder expectations. This collaborative approach enables Maris to adapt and evolve its ESG practices in response to changing environmental, social, and regulatory landscapes.

# Human Rights and Human Capital

Our people are our most valued asset, and we remain steadfast in our commitment to safeguarding the rights and fulfilling the well-being of all our people and communities as outlined in our group's Human Rights Policy.

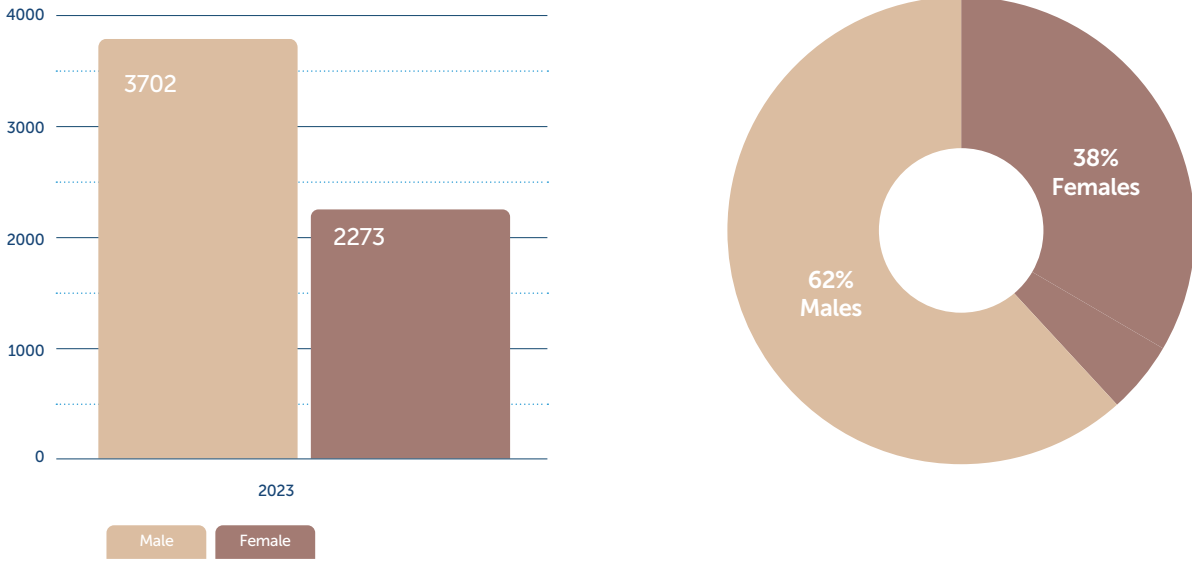
## Staff Numbers and Gender Split

Our staff numbers have generally increased. This is after Agris' latest investment, Evergreen Avocados, a company located in Naivasha that grows avocados for export, officially started production in May 2023. At the same time, Evergreen Herbs also acquired another farm in Naivasha and now operates from three farms: Athi River, Kajiado, and Naivasha.



The first avocado tree being planted at Evergreen Avocados in May 2023

Operations at Evergreen Herbs Naivasha began in April 2023, and by December, the company had employed 1042 employees.



As of December 2023, the Maris group’s total staff headcount, including casuals, was at 5975, that is, 3702 males and 2273 females.

**Management gender split among the divisions**

Division	Male	Female	Female percentage
Renewables	3	3	50%
Properties	6	4	40%
Agris	36	11	23%
Services	13	3	19%
Mopani Gold	30	3	10%

## GRIEVANCE REPORTING

Effective grievance management is a critical part of Maris' Environmental and Social Management System (ESMS). Maris recognizes its importance as a communication channel between a company's management and its stakeholders, which is essential for fostering a positive work environment, promoting trust and transparency, and allowing issues to be managed before they escalate to levels that would otherwise affect company operations and image.

In 2023, our OpCos continued to strengthen their grievance mechanisms, resulting in more grievances being reported. This provided the companies an opportunity to manage their grievances in accordance with their grievance management procedures.

According to Maris' grievance management procedure, all OpCos should report grievances classified as 'moderate' and 'serious' (as defined in the procedure) back to Maris. 'Minor' grievances, on the other hand, should be reported to the operating company's management and managed accordingly.

The following grievances were reported in 2023:

Grievance	Details	Grievance Level	Date	Company	No of incidences	Remediation
Social	Complaints about a security officer's behavior	Moderate	11-07-2023	Wakulima Tea Company	1	Case resolved
Health & safety	Inadequate PPE	Moderate	24-05-2023	META Zambia	1	Provision of PPEs to workshop team
Community relations	A community member filed a case against the company after his bicycle was accidentally hit by one of ETC's trucks	Moderate	23-05-2023	Equatoria Teak Company	1	Case resolved after agreement reached with the aggrieved party (community member)
Sexual harassment case	Sexual harassment allegations against a senior supervisor	Serious	10-05-2023	Evergreen Herbs Kajjado	1	Thorough investigation conducted. Insufficient evidence for further action
Business ethics	Corruption allegations raised against a senior supervisor	Serious	06-05-2023	Evergreen Herbs Kajjado	1	Termination of employment contract after conclusion of investigation
Social	Theft of produce	Moderate	19-04-2023	Evergreen Fresh	1	Reported to HR and review of company policies done
Work Environment	Improper working conditions	Moderate	17-03-2023	META Rwanda	1	Repairs done. Drainages fixed

**Occupational Health and Safety** is an area of concern primarily for our agriculture and mining divisions, categorized as 'high-risk' in our ESMS, but also for our other divisions. In 2023, our companies reported 477 health and safety incidents, a positive reduction from 2022's 576 incidents and 2021's 694 incidents.

98% of the incidents were reported from Agris and Mopani Gold, while the remaining 2% were reported from Renewables, Properties and the Services divisions. The 477 incidents have been further broken down in the table below according to the type of injury they resulted in.

Injury Type	Number
Near Misses	6
Minor	514
Moderate	30
Serious	13
Fatality	4

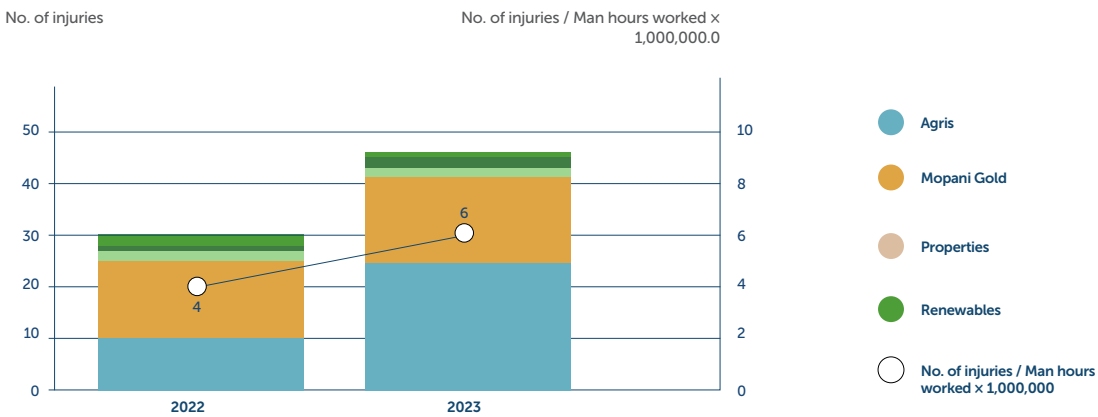
# 477

Health & safety incidents reported in 2023. A positive reduction from 2022's 576 incidents and 2021's 694.

**Lost Time Injury Frequency Rate**

Maris is committed to continuously improving health and safety within our operations by regularly monitoring key performance indicators, as seen in the table on the previous page.

From Sustainion, Maris' E&S reporting software, we can calculate the group's lost time injury frequency rate (LTIFR) and compare our rates to industry standards.



Unfortunately, we recorded an increase in the number of lost time injuries (LTIs) reported across the group in 2023, resulting in the group's LTIFR going up from 4 in 2022 to 6 in 2023.

This increase can be attributed to 3 serious incidents reported in Karebe Gold Mine, Venice Mine Complex, and Equator Energy in January, May, and August, respectively.

The 3 incidents combined, resulted in a notable 131 lost days, significantly affecting the LTIFR of the overall group.

More details on these incidents can be found in the group's serious incident register on the next page.

Date	OpCo	Description	Outstanding Actions
12/10/2023	Acacia Village	A casual staff fell off the roof of one of the cottages while cleaning	Work at height training done Wearing of PPE for all high-risk tasks enforced
23/08/2023	Wakulima Tea Company	An electrician was injured after his left hand was trapped in a moving belt conveyor, resulting in bone fractures	Investigations complete Disciplinary action taken
01/08/2023	Equator Energy	An arc flash incident while carrying out repair work resulted in severe burns on the face and hands of the electrical engineer and slight burns on the maintenance technician's face	Investigation completed Case filed with insurance After receiving medical treatment, the engineer is now back to work after a 7 months sick leave
31/07/2023	Venice Mine Complex	An employee sustained a deep cut on the chin while drilling a shaft after a weathered rock hit him; he was referred to the hospital and booked ten days off	Investigation complete Daily inspections carried out Continuous barring down in areas with poor rock formation
11/07/2023	Evergreen Avocados	An incident of sexual violence against a female employee by a local resident, who has since fled	Case reported to the police Psychological support provided to the victim Investigation still ongoing
29/05/2023	Venice Mine Complex	An employee was struck by a rock on his left-hand index finger while he was scraping ore in a stope. He sustained a deep cut, resulting in the tip of his index finger amputated	Investigation complete Daily shaft inspections and spot checks on re-entry carried out
23/04/2023	Wakulima Tea Company	A fatal incident occurred when a child fell off the rear of a green leaf collection tractor after hanging and jumping off unbeknownst to the driver	Case reported to the police Internal investigations conducted and completed
23/01/2023	Karebe Gold Mine	A serious incident occurred at Karebe Gold Mining Ltd when a wall built to prevent illegal incursion was blasted by illegal miners resulting in 3 fatalities and 6 serious injuries	Internal investigations complete; Case reported to the police; Court case ongoing Security beefed up at the mine
09/01/2023	Acacia Village	A carpenter in Acacia Village accidentally injured his arm with a grinder while working in the workshop	Case closed Retraining done on tools handling

In response to the high-risk nature of the activities in Mopani Gold and Agris, our group has implemented the following initiatives:

#### Risk Assessments

Conducting comprehensive risk assessments to identify potential hazards and work on mitigation strategies that will reduce the likelihood of the hazard occurring. In addition, Hazard Identification and Risk Assessments (HIRA) are also conducted in the mining companies.

#### Health and Safety Training

Providing ongoing training programs to equip employees with the knowledge and skills necessary to identify risks, and respond effectively to emergencies.

#### Personal Protective Equipment

Ensuring the availability and proper use of PPE to minimize the likelihood of injuries and reduce the impact of workplace hazards.

We fully recognize the benefits of implementing robust health and safety measures in our operations to safeguard the health and well-being of our employees and its trickle-down effect on our business's success and sustainability.

#### Training and Development

Capacity building is an integral part of Maris' ESMS, useful for equipping our staff with the necessary skillset to excel in their roles. Training is usually conducted according to individual companies' training plans, prepared every calendar year.

Due to the diverse nature of the companies' operations, each OpCo is required to prepare its own training plan that is tailored to the specific operations undertaken by the company.

The following is a non-exhaustive list of training conducted in 2023 in Agris and Mopani:

Mopani Gold – Venice Mine	No of employees
GBVH	39
Grievance handling and reporting	11
Security training	39
Voluntary principles on social and human rights (VPSHR)	40
Drug abuse and toxins training	15
Fire fighting	5
Hazard and incident identification	15
Basic occupational health and safety	12
Fire marshal training	12
First aid training	28
Posh Nosh cookery course	2
Gender mainstreaming at workplace	2
Mainstreaming ethics and integrity	7

Agris – Evergreen Herbs	Employees trained
Health and safety training	Health & safety officers
Gender training	Gender committee members
First aid training	First aiders
Fire safety training	Fire marshals
Integrated pest management	Growers/scouters
Grievance handling and reporting	Worker representatives
Supervisory skills	Supervisors
Job hazard analysis	Supervisors/Machine operators/Production
Health and safety induction training	All employees
Gender and grievance handling training	All employees
Employee wellness training	All employees
COSHH training	All employees
Environmental awareness	All employees
Drugs and alcohol policy	All employees



Firefighting training at Wakulima Tea Company in May 2023

**Grievance Management – A Case of Wakulima Tea Company**

To manage its grievances, WTC has set up several committees to complement the company’s grievance management procedure in handling grievances.

In 2022, the company set up the Assess and Address Committee, comprised of the HR officer, HSE Officer, union representatives, and employee representatives chosen by the employees.

The committee’s primary purpose is to investigate and help solve grievances as they occur and suggest their findings and recommendations, which are useful in creating a more inclusive workplace for all employees.

The Grievance Committee, on the other hand, is a separate committee charged with handling only internal grievances.

It is responsible for keeping a record of grievances reported and conducting investigations on grievances not officially reported but rumored to be happening unperceived.

Also sitting on the committee is a gender team that is specifically responsible for gender-related issues and inequalities in the workplace and offers a safe and confidential platform for female employees to voice any issues relating to gender harassment or discrimination.



Grievance handling and reporting training to WTC production staff

Grievance Committee members are also responsible for assessing the company's compliance with the following sensitive policies:

- Child labor
- Forced labor
- Workplace harassment and discrimination

These committees are crucial in bringing to light serious grievances that might otherwise go unreported and later on impact negatively on both company operations and image.

# Climate and Energy

This topic focuses on Maris Group resource management practices within the context of climate and energy sustainability. As part of our ESG strategy, we are committed to measuring our carbon footprint by calculating greenhouse gas (GHG) emissions associated with our resource use.

Maris is also uniquely positioned to contribute to the attainment of SDG 7, Affordable and Clean Energy, through its companies under the Renewables division - Equator Energy and Equator Mobility.

## Energy Consumption

We can accurately calculate our scope 1 and 2 GHG emissions associated with resource use by tracking our consumption data. This was the second year of continuously tracking our emissions after starting in 2022. This practice has first allowed us to identify areas of high emission intensity and will be very useful when we implement emission reduction targets in place.

Energy	Total Consumption	Agris	Mopani Gold	Properties	Services	Renewables
<b>2022</b>						
<b>Electricity (Kwh):</b>						
- Grid	12,466,741	5,178,261	5,910,635	1,271,818	101,844	4,184
- Solar Electricity	938,073	14,374	811,782	111,917	-	-
<b>Fuel (Liters):</b>						
Diesel, Petrol & LPG	1,825,986	624,072	948,100	91,478	153,016	9,320
Firewood (Kg)	11,258,615	11,258,615	-	-	-	-
<b>2023</b>						
<b>Electricity (Kwh):</b>						
- Grid	11,841,962	5,122,318	5,482,322	1,166,490	120,192	4,142
- Solar Electricity	1,025,467	53,502	889,777	82,188	-	-
<b>Fuel (Liters):</b>						
Diesel, Petrol & LPG	2,012,088	811,318	973,755	65,359	157,223	4,433
Firewood (Kg)	17,499,975	17,499,975	-	-	-	-

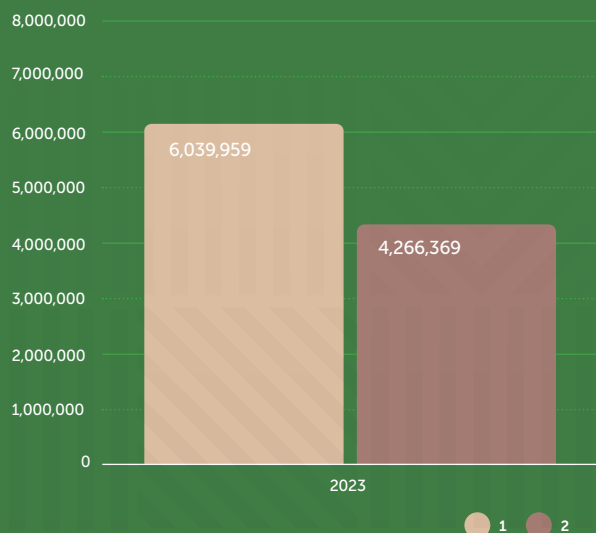
## GHG Emissions - 2023

**Scope 1 emissions** refer to direct emissions from sources owned or controlled by Maris Group. These include emissions from the combustion of fossil fuels in company-owned vehicles, equipment, and facilities. By closely monitoring fuel consumption and operational activities, we can quantify our Scope 1 emissions and implement measures to minimize them, such as transitioning to low-emission vehicles or optimizing fuel efficiency.

**Scope 2 emissions** are indirect emissions associated with the generation of purchased electricity, heat, or even steam consumed by the group.

**Scope 3 emissions** are indirect emissions (not included in scope 2) that occur in the value chain of all our operating companies, including both upstream and downstream emissions.

GHG Emissions (Kg)



From Sustainion, our scope 1 and 2 greenhouse gas emissions from 2023 totaled 6,039,959 kg CO<sub>2</sub>e and 4,266,369 kg CO<sub>2</sub>e, respectively.

## Renewables

Now in its second year of operation, Equator Mobility, a subsidiary of the Maris Group, is one of Kenya's first providers of fully electric commercial vehicles in urban areas. The business has a fleet of 10 electric vehicles and plans to scale this number as it gets to know the business better.

Using the Wallbox app, Equator Mobility can calculate emissions saved by comparing the energy consumption of its fleet charged using Wallbox charging stations against emissions generated by equivalent fuel-consuming vehicles. This comparison considers factors such as the energy efficiency of EVs, the carbon intensity of the electricity grid used for charging, and the emissions associated with burning fossil fuels for transportation. In 2023, the company saved approximately 11,553kg of CO<sub>2</sub> for its clients.



A 1.5MW plant at a mine in Zimbabwe installed by Equator Energy in April 2023

Since Equator Energy's inception in 2016, the commercial and industrial solar operator in Kenya has installed and operated more solar power plants than any other company in Kenya and in all of East Africa.

In 2023 alone, the company installed over 14MW of solar capacity across East and Southern Africa, helping its clients avoid 51,572 tonnes of carbon dioxide equivalent (CO<sub>2</sub>e).

This reduction in greenhouse gas emissions contributes to mitigating climate change, improving air quality, and enhancing public health and well-being in the communities Equator Energy serves.

In addition to environmental benefits, Equator Energy solar projects generate positive social and economic impacts for its clients. Given that the clients are large industries and companies with significant energy needs, the savings on energy costs are substantial. Furthermore, the solar installation projects create local jobs and enhance energy resilience, contributing to sustainable development and overall prosperity.

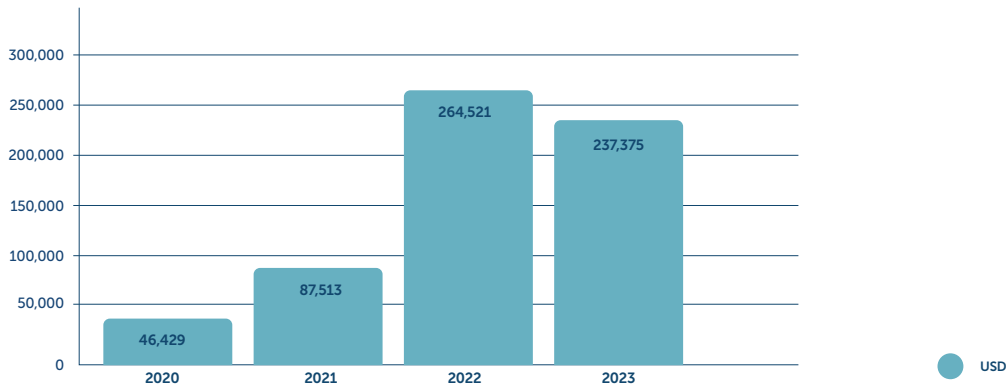
In 2023, the company installed over 14MW of solar capacity in East and Southern Africa, helping clients avoid

**51,572**  
tonnes of CO<sub>2</sub>e.

# Community Contribution

## CSR Spend

Since 2020, our community development projects have increased significantly as our companies actively participate in projects within their communities. The mining division is still leading the way, with Karebe Gold Mining Ltd contributing to over 90% of the group's total CSR spend.



## Karebe Gold Mining Ltd

In 2023, Karebe spent over US\$200,000 on its CSR initiatives, which focus on improving community livelihoods, from education services to security and community development initiatives around the mine. All CSR projects in Karebe are done in collaboration with the Community Development Agreement Committee, which constitutes community leaders and representatives from several community groups.

### Education

To build on the work started in 2022 of improving the infrastructure of local schools in the region, Karebe Gold Mine in 2023, constructed social halls in 3 secondary schools in the area and administration blocks for two schools.

Also, in response to the challenge of teachers trekking for long distances from their homes to get to school every school day, the company constructed teachers' accommodation blocks at four schools, significantly enhancing the quality of education by having dedicated teachers on-site.

Karebe also runs a sanitary towel donation program, through a partnership it has created with local schools, which donates sanitary towels monthly. This project, which currently benefits 15 schools, supports the education of young girls from all backgrounds, allowing them an equal education opportunity to their male counterparts.



One of the teachers' accommodation blocks constructed by KGML in May 2023



Sanitary towel donation to Kapsigilai Girls Secondary School in September 2023



To ensure a consistent and clean water supply to schools, Karebe, in October this year, installed a water connection system at Kamuny Primary and Secondary Schools. Students and staff now have reliable water sources, further enhancing their overall well-being.

Water connection at Kamuny Primary & Secondary Schools in October 2023

### Improved Infrastructure

To improve the working environment for law enforcement officers, Karebe began work renovating 2 local police stations, Chemase and Chepswerta police stations, in February and June, respectively.

The company also donated materials for chairs and tables to be used in the newly renovated stations. By improving police officers working stations, the company ultimately contributes to the safety and welfare of the community.

Karebe's aim to enhance accessibility, safety, and the overall quality of life for residents has seen the company leverage its mining equipment and expertise to repair and upgrade community roads.

This has improved the community's connectivity with neighboring areas, enhancing access to essential services. One such beneficiary of this project is Chemamul Primary School. Before upgrading, the road to the school was impassable, and its condition only worsened during the rainy season. After upgrading, however, learners and other community members could easily access the school.



Renovation of Chepswerta Police Station by Karebe Gold Mining Ltd



Before



After

**Other Services**

To mark Kenya’s National Tree Planting Day on the 13th of November, 2023, all KGML employees were given a tree seedling to plant at their homes. The collective effort resulted in the planting of over 350 tree seedlings that day, reflecting Karebe’s dedication to environmental conservation.

Other community development projects done by Karebe this year include donations of medical supplies to local clinics to improve health services, donation of iron sheets to three local churches to aid in their construction, and cleaning up of community water intake points after heavy rains to ensure clean water for the community.



A group of Karebe employees posing for a photo during Kenya’s National Tree Planting Day



Cleaning one of the community’s water intake points maintained by Karebe after heavy rains in May to clear mud from the water.

**META Angola**

In 2023, META Angola (MTA) continued its partnership with MISFRON Centre <https://www.facebook.com/MISFRON/> an NGO based in Luanda that helps raise needy and orphaned children. Over Christmas in 2023, the company set aside some time to visit the children and celebrate the holidays. Twenty-eight employees from MTA attended the celebrations and engaged with the children, shared a meal, and created memorable experiences for the young children while also building a sense of community and support.

The company also shared Christmas gifts in the form of toys, school materials, and hygiene supplies with the kids. Beyond the Christmas event, MTA provides monthly support to seven kids in the center, helping pay for their school fees and providing for some of their basic needs.



Snack time with the kids



MTA staff play some games with the kids

### **Acacia Village**

Acacia Village's CSR activities so far highlight the company's dedication to community development and empowerment through its focus on local partnerships, the provision of educational opportunities, and sports.

### **Acacia FC**

As part of Acacia Village's ongoing commitment to Acacia FC, its sponsored football club, the company has consistently provided support by donating footballs and sports attire and paying for tournament fees to enhance their training sessions and participation in tournaments. The latest contribution made in support of the club involved the purchase of various football equipment.

Acacia Village's partnership with Acacia FC goes beyond donating footballs and sports attire. The company also actively engages with the club and has discussions with the members on their needs, challenges, and goals. This way, it is able to provide assistance targeted at their specific needs. The impact of the continuous support can be seen through the team's exemplary performance in local tournaments.



Acacia FC at a match against a rival team on 18th May 2023

### Equatoria Teak Company

In successive years, Equatoria Teak Company (ETC) has continued to show its support for the local community of Nzara through several community development initiatives. In the fourth quarter of 2023, ETC sponsored the construction of a road in Mborizanga. Leveraging the company's machinery, ETC successfully completed the construction of a 15 km Murram road from Nzara to Mborizanga.

### Security Service

To offer support to the state to combat insecurity in the area, ETC has partnered with the office of the governor of Western Equatoria State in Yambio and has been providing financial resources every month to support its peacekeeping operations in the area. The company also makes regular fuel donations to the office of the county commissioner to facilitate security patrols in the area.

These initiatives aim to strengthen the capacity of the local security administration, enabling them to effectively respond to security challenges while protecting the well-being of the company's employees and the community at large.



A section of the newly constructed 15km Nzara - Mborizanga road

### Community Support

The company extended financial assistance to Nile City Football Club, a local football club in Yambio. ETC's contributions facilitated the purchase of new sports attire for the players, new balls and sports shoes, and transportation to and from a national football competition held in Juba from the 10th to the 17th of May, 2023.

This support will contribute to nurturing local talent and creating opportunities for the aspiring young athletes.

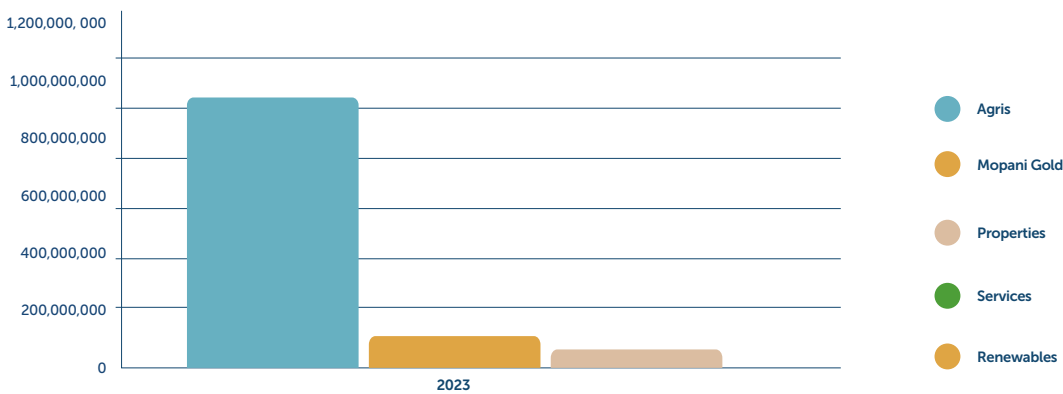
### Support to Adult Education

Understanding the importance of lifelong learning, ETC provided financial assistance to Nzara Adult Secondary School after student representatives from the adult education center reached out to the company in February 2023, requesting financial and material assistance during their last year in school. As students in their last year - the most intensive - they are required to live within the school's premises as they prepare for their final exams. The financial assistance provided will go a long way in providing opportunities for personal growth while also contributing to the overall socio-economic development of the community.

# Water and Waste Management

Water and waste management are integral components of our Environmental and Social Management System (ESMS), and we have implemented procedures that govern them in our operations.

Consumption (Liters)



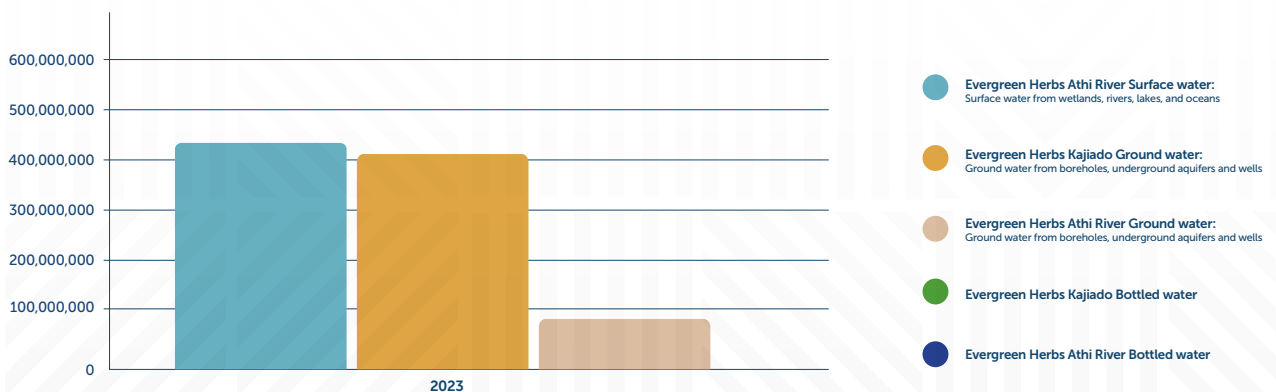
From our water consumption data in Sustainion, Agris is the group’s highest consumer. Evergreen Herbs consumes the highest amount of water among Agris companies, for irrigation of the highly water-intensive crops. The water is sourced from the following sources:

**The Athi River:** Evergreen Herbs Athi River sources a significant amount of its water from the Athi River and has an abstraction permit from the Kenya Water Resources Management Authority (WRMA).

**Boreholes:** Both farms also extract a significant amount of water from boreholes.

**Rainwater:** Evergreen herbs Athi River and Kajiado have 3 and 1 water pan, respectively, for holding rainwater. The water pans also act as temporary holding grounds for water pumped from the boreholes before they are directed to the greenhouses for irrigation. Overall, the dams have a capacity of 290,000m<sup>3</sup>, harvesting significant rainwater and significantly reducing the amount of water needed to be pumped from boreholes or rivers for irrigation.

Consumption (Liters)





To further enhance irrigation efficiency, Evergreen Herbs irrigates its herbs and vegetables using tensiometer technology. Tensiometers are soil moisture sensors that measure the tension or suction exerted by soil water on porous ceramic tips. They provide real-time data on soil moisture levels at various depths, allowing Evergreen Herbs to precisely monitor soil moisture status and make informed irrigation decisions necessary for optimal growth and yield.

The key applications of tensiometer use in Evergreen Herbs’ operations include:

- Determining irrigation timing**
- Monitoring soil moisture distribution**
- Optimizing irrigation volume**

The most significant benefits for Evergreen Herbs have been minimized water losses due to runoff and evaporation and enhanced crop productivity due to optimal soil moisture levels maintained through tensiometer-guided irrigation.



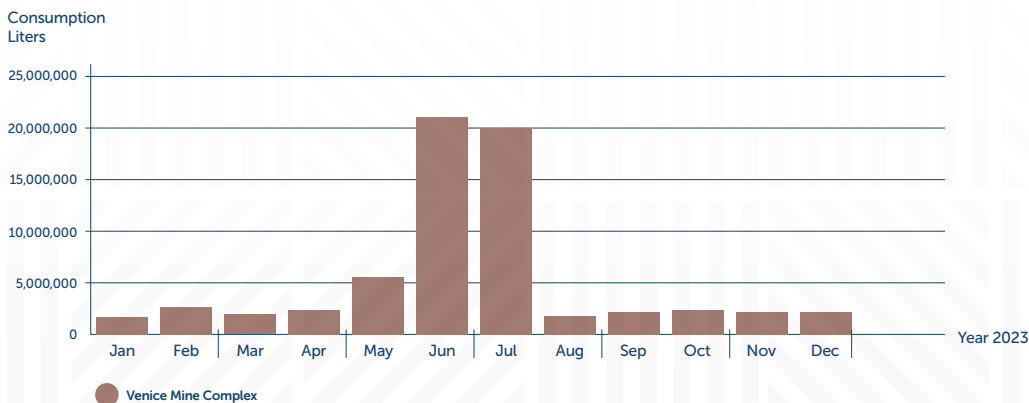
One of the water pans in Evergreen Herbs Athi River



A tensiometer at Evergreen Herbs Athi River

**Venice Mine Complex**

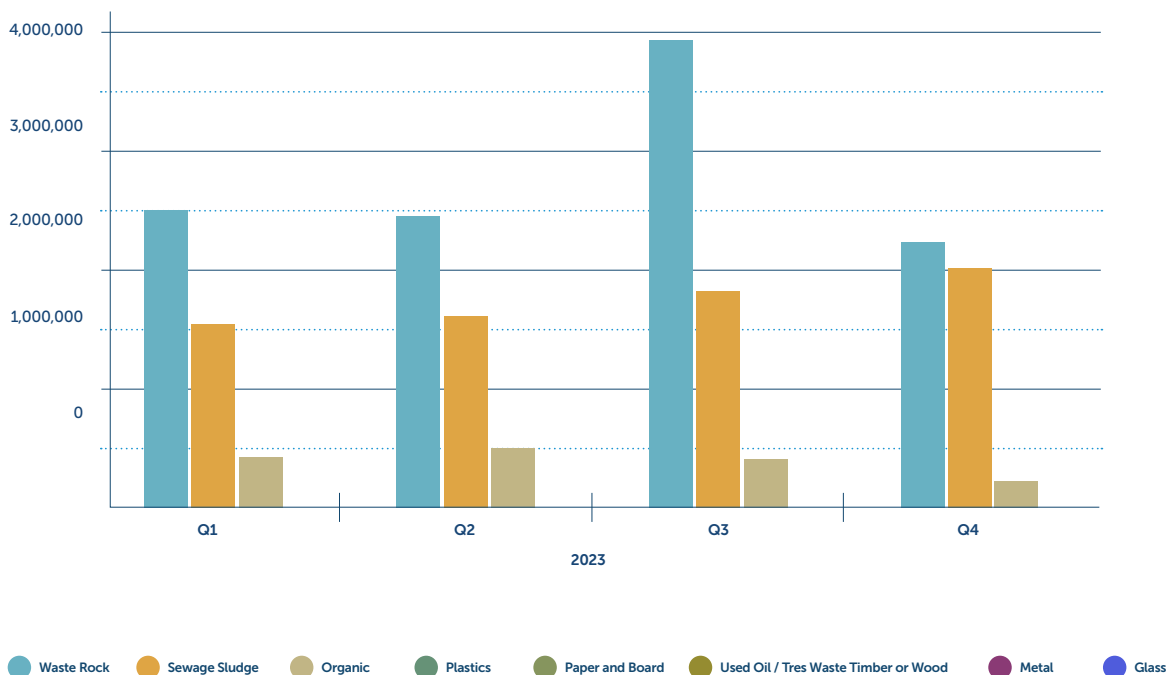
Thanks to water-efficient practices at Venice Mine Complex, the company significantly reduced the amount of water it used for operations for most of 2023. Heavy rains in Zimbabwe led the company to dewater several of its shafts and repurpose the water for use in the processing plant. This greatly reduced the company’s consumption of potable water, resulting in lower usage, as seen below.



# Waste Management

Waste management in our OpCos is governed by the waste management procedure that serves as the framework for managing both hazardous and non-hazardous waste.

The report below from Sustainion shows the different waste categories resulting from our operations.



The five most significant waste categories from our operations are:

- Waste rock from Mopani Gold
- Sewage sludge from the Property Division and;
- Organic waste from Evergreen Herbs and Evergreen Fresh
- Plastics from Venice Mine Complex and;
- Paper and board

Agris Kenya is exploring opportunities to recover organic waste into the food cycle and is in the process of collaborating with industry experts to develop a comprehensive organic waste recovery program. If successful, the program will also involve quantifying carbon from waste, promoting circularity, and enhancing the company's sustainability performance.

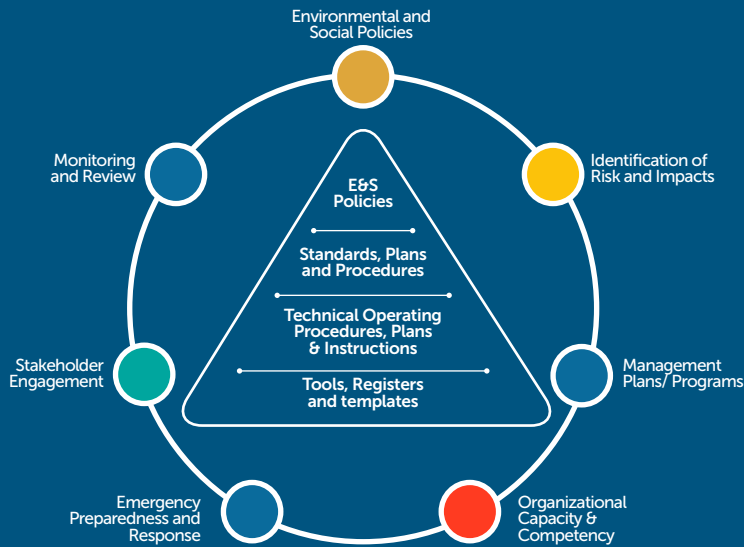
# ESMS Implementation

The Maris environmental and social management system (ESMS), implemented in 2018 and developed in accordance with the IFC Performance Standards (IFC PS) requirements and recommendations and the World Bank EHS Guidelines, offers our companies a solid framework for managing their environmental and social risks.

The diagram below shows the different structures that make up the Maris ESMS.

So far, the ESMS has enabled us to:

- Better understand our E&S risks in our operations
- Evaluate, mitigate, and monitor these risks
- Maximize opportunities for E&S benefits to arise
- Comply with national and international standards
- Establish a good reputation among stakeholders.



## Implementation

Our E&S policy development and implementation is still a work in progress as our group is continuously growing, necessitating the continuous development of policies and procedures that are tailored to our operating companies.

## Stakeholder Engagement

Stakeholder engagement, one of the key pillars of our ESMS, is important in:

- Identifying priorities
- Building trust
- Mitigating risks



Karebe Gold Mining Ltd is a good example of how successful stakeholder engagement leads to building good relations and granting a company the social license to operate.

The company, through its Community Development Agreement Committee, works closely with the community to:

- Develop a shared understanding of issues surrounding gold mining and exploration and of the potential for shared value
- Allow an open platform for the community to make reasonable requests to the company and provide recommendations to the company
- To help KGML and the community mitigate any negative interference
- To develop trust and respect between KGML and the community through transparent and meaningful engagement

The success of Karebe in community engagement is evidenced by its impressive CSR track record, which serves as a benchmark for other companies to adopt stakeholder engagement in their operations.

Despite this, stakeholder engagement is still a continuing effort in Venice Mine Complex and Evergreen Herbs, owing to the need for sufficient time and expertise for meaningful engagement efforts.

This can also be attributed to the few community development projects associated with these companies, providing an opportunity to strengthen their stakeholder engagement and improve community involvement in their operations.

### Monitoring and Review

Below is a non-exhaustive list of inspections and audits undertaken in our divisions in 2023:

Agris	Mopani Gold	Renewables	Services	Real Estate
GAP/ GRASP Audit	OSHA	Fire safety	Fire safety	Fire safety
OSHA	Air quality monitoring	First aid	OSHA annual medical check-up	Employee medical surveillance
Environmental Audit	Noise survey	OSHA	OSHA Annual Inspection	Health and Safety
Fire safety audit	Employees medical surveillance	Hazard identification and risk assessment (HIRA)	Government Chemist Laboratory Authority (GCLA)	
Risk assessment	Environmental audit		Health & Safety Inspection	
Noise survey	Security risk assessment			

### Risk Identification and Management

Effective risk identification and management are essential components of Maris' ESMS and one of the key focus areas in our 'high-risk' operations. Operating companies are responsible for identifying and assessing risks through the analysis of activities to be completed and assets owned, and take the following into account:

- Change e.g., new employees
- Past incidents and near misses that have occurred
- Risk of accident (lost time, injuries, fatalities) associated with the activity
- Health effects associated with the activity
- Impact to stakeholders
- General well-being (lighting, temperature, stress)
- Routine and non-routine activities



### Risk Registers

All our E&S risks are captured within operating companies' risk registers, which assist companies in determining the severity, probability, and likelihood of risks occurring and measures to mitigate them.

The following are some examples of the top risks in the divisions as listed in their respective risk registers:

Division	Regulation Type	Risk	Mitigation	Completion Indicator
Mopani Gold	IFC PS2 (Labour and Working Conditions)	Injury by mining equipment	Wearing of appropriate PPE Safety training Install safety guards/rails	PPE distribution register Training register
Mopani Gold	IFC PS4 (Community Health, Safety and Security)	Illegal miners causing serious injury to employees and themselves	Building underground barricades to prevent access by illegal miners Security monitoring – underground alarm systems	Updated emergency response plan
Agris	IFC PS2 (Labour and Working Conditions)	Moving machine parts	Implement machine safety procedures lock out tag-out (LOTO) during maintenance and cleaning Train machine operators Install machine guards	Signed off machine safety procedure Training register
Agris	IFC PS1 (Assessment and Management of E&S Risks and Impact)	Fire at the fuel station	Warning signage around the stations Training on fire safety Fire extinguishers and sand buckets around the fuel stations	Pictograms of signage Training registers
Renewables	IFC PS2 (Labour and Working Conditions)	Human rights abuses within the supply chain	Supplier screening Verification letters from Chinese manufacturers Monitoring international news	Signed suppliers code of conduct
Renewables	IFC PS2 (Labour and Working Conditions)	Fall from height	Installation of rooftop walkways Harnessing where necessary Permit to work signed before specific tasks	Pictograms Permit to work
Services	IFC PS3 (Resource Efficiency and Pollution Prevention)	Waste oil spillage	Waste oil policy Waste oil containers in place Clean-up materials in place i.e. detergents, sawdust	Signed off waste oil policy or waste management procedure that includes waste oil management
Properties	IFC PS 1(Assessment & Management of E&S Risks and Impact)	Grievance Management	Grievance handling and reporting training Installation of suggestion boxes Grievance management procedure	Signed off grievance management procedure Populated grievance registers

## GRI CHECKLIST

Disclosure Number	Disclosure Title	Location
102-1	Name of the Organization	Cover
102-3	Location and Operations	Location and Operations
102-16	Mission, Vision, Values	Mission, Vision and Values
102-15	Key Impacts	Key Impact
102-14	Statement from Senior Decision-maker	Message from our CEO
102-18	Governance Structure	The board and its role in ESG
103-2	List of Material Topics	Portfolio Overview
302-1	Energy Consumption	Climate and Energy
302-2	Reduction of Energy Consumption	Climate and Energy
303-1	Interactions with Water as a Shared Resource	Water Management
303-3	Water Withdrawal	Water Management
303-5	Water Consumption	Water Management
305-1	Direct (Scope 1) GHG emissions	Climate and Energy
305-2	Indirect (Scope 2) GHG Emissions	Climate and Energy
305-4	GHG Emissions Intensity	Climate and Energy
306-3	Waste Generated	Waste Management
403-1	Occupational Health & Safety Management System	Human Rights and Human Capital
403-5	Worker Training on Occupational Health and Safety	Human Rights and Human Capital
403-9	Work-related Injuries	Human Rights and Human Capital
404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Human Rights and Human Capital
403-2	Hazard Identification Risk Assessment and Incident Investigation	Management Systems Reporting
413-1	Operations with Local Community Engagement, Impact Assessments and Development Programs	Community Action



# Maris

Mauritius  
Office FF01,  
Endemika Business Park,  
Petit Raffray, 30715  
+230 268 256

Mozambique  
Avenida 24 Julho  
Maputo  
+258 844 963 489

Kenya  
Blixen Court  
Karen Road  
PO Box 1925 Nairobi 00502  
+254 729 111 114

United Kingdom  
2 Riding House Street  
London W1W 7FA  
+44 203 637 0864