

## Environmental and Social Policy

The Ghana Bridge Power Project is committed to promoting responsible environmental stewardship and socially responsible development for the benefit of present and future generations, and improving the quality of life for the community within the Tema Metropolitan Area. For Early Power Ltd, environmental and community protection is a priority and, to this end, we will strive to maximise positive opportunities associated with our work and minimise the risks and impacts.

Specifically, for the Ghana Bridge Power Project we will:

- Comply and, where possible, exceed all our environmental and social obligations to applicable local, national and international environmental and social legislation and standards including Equator Principles III and IFC Performance Standards of Environmental and Social Sustainability;
- Work with our stakeholders to ensure due consideration of the environmental, sustainability and social issues associated with this project during design, construction, operation and decommissioning;
- Provide adequate resources to ensure that our workers are aware of environmental, sustainability and social issues through the delivery of effective communication and environmental training;
- Seek opportunities to support economic and social development in surrounding communities, thereby enhancing the social context of our project and promoting the health, safety and security of both our workers and the local community;
- Contribute positively with direct and indirect employment opportunities to the local workforce at each project stage;
- Respect human rights and implement appropriate labour rights, including providing a safe and healthy work environment. Take steps to ensure that operations do not have negative impacts on community members and workers, and attempt to mitigate and remediate any adverse impacts that may arise; Not discriminate in terms of recruitment, progression, terms and conditions of work and representation on the basis of personal characteristics unrelated to the inherent job requirements, including gender, race, colour, disability, age, religion, marital status or HIV status etc.;
- Provide fairness and transparency in land acquisition and resettlement;
- Operate in a manner compliant with national and international anti-bribery and corruption legislation, and with appropriate consideration of audit, due diligence and potential conflicts of interest;
- Deliver safe, reliable and efficient operations in a manner which contributes to our goal of no damage to the environment;
- Strive to use proven, commercially feasible state-of-the-art technology. Target high energy efficiency, reduce water consumption, and maximise waste reuse and recycling, thereby reducing the quantities of waste going to landfill; Monitor, measure and improve our environmental performance through a risk-based approach to environmental protection;
- Define and adopt a decommissioning and remediation strategy, early in the project, to consider site aftercare when operations have ended; and,

- Review our environmental and social policy and objectives annually in order to consider the need for any amendments in the light of changing circumstances.

In order to achieve the aims of this policy and continually improve our environmental performance, we will build and maintain this management system in accordance with the principles of ISO14001:2015.

Sincerely,

A handwritten signature in blue ink, appearing to read "Steve Jernigan". The signature is fluid and cursive, with the first name "Steve" being more prominent than the last name "Jernigan".

On behalf of Management  
Early Power Limited