



ENVIRONMENTAL POLICY

Hematec is committed to excellence and continual improvement in operations and standards of Environment throughout its activities. The Company will comply with all applicable laws, governmental rules and regulations and other applicable requirements of its host country and strive to meet the following broad goals:

- Protect the Environment surrounding its employees, contractors and others who may be affected by its activities;
- Prevent environmental pollution;
- Promote the needs of the local communities; and
- Optimize raw material and energy consumption to minimize waste.

We will achieve this by:

- Strong leadership and clearly defined responsibilities for Environment at all levels of the organization to reduce wastes and pollution;
- Setting and reviewing Environmental goals and objectives;
- Hiring of competent staff to manage the business including to comply with all legal requirements;
- Identifying, assessing and managing Environmental impacts to people and the environment as an integral part of the business;
- Emergency planning to ensure that an emergency can be quickly and efficiently contained;
- Reporting and investigating Environmental incidents to ensure appropriate lessons learned;
- Monitoring Environmental performance through regular reporting for improvement; and
- Periodic audits and management reviews to identify and implement continual improvements to our Environmental systems.

We ALL have a responsibility for maintaining high standards of Environment and this policy shall be used to guide our activities. Our Environmental standards will not be compromised by other business priorities and shall be reviewed annually,

This Policy will be communicated to all parties and in case of any Environmental violation the disciplinary proceedings will prevail.

A handwritten signature in blue ink, appearing to read "H. Muhulo", is written over a light blue horizontal line.

.....
Eng. Heriel Muhulo
Managing Director
28th February, 2020