



#### Schedule 4

##### **List of ESG and Compliance Policies to be maintained by the Company**

*Note: The Company may have some or all of the Policies below. They do not have to be exactly named, but should have content that is inline with the titles provided. The Investor shall if requested, use reasonable endeavors to provide guidance required by the Company to implement the Policies.*

- (a) ESG Policy and ESG Management System
- (b) Business Integrity and Risk Management Policy.
- (c) Human Resource Policy
- (d) Anti-Bribery and Anti-Corruption Policy
- (e) Anti-Money Laundering and Counter-Terrorist Financing Policy
- (f) Environmental, Health and Safety Policy
- (g) Grievance Redress Mechanism
- (h) Fraud and Whistleblowing Policy
- (i) Safeguarding Policy
- (j) Data Protection and Privacy Policy
- (k) Policies against Gender Based Violence (GBV) in the workplace