

CONTACTS

TerrCon Consult Ltd
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**QUALITY ASSURANCE POLICY**

TerrCon seeks to achieve sustained, gainful growth by providing solutions which consistently satisfy its clients' and investors' needs. Therefore to achieve this, TerrCon is committed to:

Maintain an effective Quality Assurance System certifiable by Good International Industry Standards

Partner with its suppliers and subcontractors in the provision of quality services to its clients

Recruit, maintain and grow a competent team of staff who are individually responsible for the quality of their work, resulting in a continually improving working environment for all

Sustain a high level of quality which enhances the Company's reputation with clients

Complying with its relevant statutory and QHSE obligations

Consistently endeavour to maximize client satisfaction by reviewing and growing its quality policy and procedures regularly

Effective:

01 February 2013

Approved:

01 January 2019

Mr Nato Simiyu

Director, TerrCon Consult Ltd



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**SUSTAINABILITY POLICY**

TerrCon Consult acknowledges that in pursuing its goals as a company its activities may have an impact on the environment and linked social systems.

Therefore as leaders and specialists in natural resource management TerrCon will always seek to avoid negative impacts from its activities or otherwise reduce them to acceptable levels.

In so doing TerrCon will consistently:

Fulfil, if not exceed, its legislative obligations in relation to the environment

Prevent pollution from its business activities through the use of eco-friendly technologies and goods

Procure its good and services from sources which are not harmful to the environment

Assess its environmental standing and develop strategies for continuous improvement as well as annually review its policies

Create awareness amongst its stakeholders and any other interested parties

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**HEALTH & SAFETY POLICY**

TerrCon Consult acknowledges that Health and Safety is integral to achievement of its objectives, therefore the company will be committed to adequately managing the Health and Safety risks associated with its work. The company will consistently dedicate adequate resources to implement and maintain Health and Safety Management

System which will:

Ensure Compliance with Laws and Regulations

Continuously Assess and Manage Risks

Continuously improve the company's Health and Safety Performance

Communicate its objectives and its performance against these objectives throughout the organisation and to interested parties

Take due care to ensure that activities are safe for employees, associates and subcontractors and others who come into contact with our work, including the general public

Ensure subcontractors perform in similar manner so that our Health Safety Policy and their Health and Safety Policies are not compromised

Work closely with our clients, suppliers and the industry to establish the highest Health & Safety standards

Adopt a forward-looking view on future business decisions that may have Health & Safety consequences

Create awareness and train our staff in the needs and responsibilities of Health & Safety management

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**SOCIAL POLICY**

TerrCon and its staff will always be committed to ensuring that its activities are undertaken in a manner that promotes the sustained growth of the people and communities wherever they work as exemplary corporate citizens. They will always base their activities on the highest standards and principles in Equal Opportunities, Capacity Building, Human Rights, Corporate Social Responsibility and the development of Local Content. In so doing the firm and its staff will always:

Identify, assess, mitigate and monitor the social risks associated with its activities and document the process. They will also perform audits of its social management system and continuously improve its performance. Exploit any opportunities of building the capacities of stakeholders and their social capital wherever they work and in line with the social objectives of their clients.

Respect people and their cultures, cultural resources, ideals, ideas and opinions regardless of their background, ethnicity, religion, gender race, creed or any other distinction. They will also not promote any bias or prejudice neither will they conduct their activities in a manner that disadvantages any groups or communities.

Promote and integrate the principles Equal Opportunities in all its activities and demonstrate this as much as necessary. They will also promote and support the development of Local Content wherever they work and always demonstrate this in its activities.

Continuously train its staff to build their capacities, and social and technical acumen to fulfil their duties.

Respect and uphold the Human Rights of the communities wherever they work as well as those of its clients and other staff.

Never use or promote the use of child labour and where feasible they will always practice due diligence on its supply chain to ensure it complies with all pertinent labour, environmental, health and social legislations.

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**BUSINESS ETHICS**

TerrCon Consult, its staff and subcontractors will always seek to achieve the highest standards to deliver its services and goods as per the company's goals. In this respect we will observe and stand-by the principles below which will ensure the company meets its legal obligations and promote sustainability:

HONESTY

We will not say things that are untrue. We will never deliberately mislead. We will be as candid as possible, openly and freely sharing information, as appropriate to the relationship.

COMPLIANCE

We will carry out our activities as required by the law and respect the rule of law. We will not engage in any activities outside of the law and we will respect due processes.

PROMISE-KEEPING

We will go to great lengths to keep our obligations. We will not make promises that can't be kept and we will not make promises on behalf of the Company unless we have the authority to do so.

FAIRNESS

We will create and follow a process and achieve outcomes that a reasonable person would call just, even-handed and non-arbitrary.

RESPECT FOR OTHERS

We will be open and direct in our communication, and receptive to influence. We will honour and value the abilities and contributions of others, embracing the responsibility and accountability for our actions in this regard.

BENEVOLENCE

We will maintain an awareness of the needs of others and act to meet those needs whenever possible. We will also minimize harm whenever possible. We will act in ways that are consistent with our commitment to social responsibility.

INTEGRITY

We will live up to TerrCon's ethical principles, even when confronted by personal, professional and social risks, as well as economic pressures.

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