



EXONUT UGANDA LIMITED

"With You Always to the Very End"

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ENVIRONMENTAL AND SOCIAL POLICY

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Overview

EXONUT UGANDA Limited is a Private Limited company registered in Uganda with the registrar of Companies since 2020 under registration Number 80020002768406 with its Head Office located at Plot 2 Rhino Camp Road Arua City. With branch offices in Kampala, Mubende, Mbale, and Gulu city. The company offers a wide range of products and services to its clients both private, Public, civil society and other Development Partners. Since inception, the company has positioned itself as the leading service provider of a wide range of professional consultancy services ranging from Business development services to supplier of quality products that meet our client's needs and expectations. We are a fast-growing Business development firm offering Tailored professional consultancy services to Micro-Small, Medium and large Enterprises in Uganda with over 20 senior consultant and 150 clients in Uganda, law abiding, and Tax compliant entity registered with URA under TIN 1020099261.

The company has a board of Directors and a team of professional and experienced Senior Management Team (SMT) responsible for day-to-day operations of the company under the leadership of our Managing Director Mr. Hassan Waswa a business development and financial inclusion specialist by profession with over 12 years of experience in Financial Inclusion, private sector development, market systems development and Humanitarian development work.

Policy aims and Objectives

1. To Minimize the organization's environmental footprint and promote sustainable practices.
2. Ensure responsible and ethical business practices that respect human rights and labor standards.
3. Promote diversity, equity, and inclusion in the workplace and operations.
4. Support the well-being and development of local communities and stakeholders.
5. Ensure compliance with environmental and social laws and regulations.
6. Continuously monitor and improve environmental and social performance.
7. Provide a safe and healthy work environment for employees.
8. Encourage sustainable procurement practices and supply chain management.
9. Foster a culture of environmental and social responsibility within the organization.
10. Demonstrate the organization's commitment to environmental and social sustainability.

Our commitment

Exonut Uganda Limited is committed to responsible and sustainable practices that minimize our environmental footprint and promote social responsibility. In so doing we commit to the following.

1. We will reduce our greenhouse gas emissions and carbon footprint.
2. We will minimize waste and implement recycling programs.
3. We will conserve water and energy resources.
4. We will implement sustainable procurement practices.
5. We will comply with environmental laws and regulations.

We commit to the following Social Accountability.

1. We will promote diversity, equity, and inclusion in our workplace and operations.
2. We will respect human rights and labor standards.
3. We will engage with local communities and stakeholders.
4. We will support ethical business practices and supply chain management.
5. We will prioritize health and safety in our operations.

Policy Implementation

1. We will establish clear goals and targets for environmental and social performance.
2. We will provide training and awareness programs for employees.
3. We will monitor and report on our environmental and social performance.
4. We will conduct regular assessments and audits to ensure compliance.

Accountability

1. The Disaster risk Reduction Focal lead is responsible for overseeing environmental and social performance.
2. All employees, clients, volunteers, and consultants are responsible for adhering to this policy.

Review and Update

This policy will be reviewed and updated from time to time preferably annually in compliance with existing laws and regulations.

Introduction

Exonut Uganda Limited is dedicated to enhancing a safe and sustainable environment. Recognizing the intrinsic link between human health and the health of the Environment, the organization pledges to minimize its ecological footprint by advocating for sustainable practices across its activities. To achieve this, Exonut Uganda Limited sets objectives to reduce carbon emissions, minimize waste generation, conserve water, endorse sustainable transport, integrate environmental considerations into programs, and enhance environmental awareness. Our Strategies include employing energy-efficient equipment, promoting remote work, digitizing documentation, implementing recycling programs, utilizing eco-friendly materials, advocating for sustainable transportation system, integrating environmental education into our programs, and collaborating with environmental stakeholders. All staff members are tasked with adhering to and improving environmental practices with oversight from the Operations Team and support from the Senior Management Team. This policy will undergo annual review to ensure ongoing effectiveness and relevance, reflecting Exonut Uganda Limited commitment to environmental responsibility and sustainability and peaceful eco-system restoration and Management.

Exonut Uganda Limited is committed to promoting the health and well-being of people while also protecting the environment. We recognize the interconnectedness of human health, Business and the planet's health and strive to minimize our ecological footprint by promoting environmental-friendly and sustainable practices in all aspects of our business operations. As an organization dedicated to improving the health and well-being of individuals and communities, we recognize the importance of protecting the environment and promoting environmental sustainability as emphasized in the Sustainable Development Goals 6, 7, 12, 13, 14 and 15.

Objectives of the environmental policy.

1. **Reduce Carbon Emissions:** Develop and implement strategies to minimize carbon emissions across all organizational activities including transitioning to renewable energy sources, promoting energy-efficient equipment and advocating for sustainable transportation options.
2. **Minimize Waste Generation and Conserve Resources:** Implement initiatives to reduce waste generation, conserve water and promote recycling programs within the organization. This includes digitizing documentation, utilizing eco-friendly materials, and endorsing sustainable practices in day-to-day operations.

- 3. Integrate Environmental Considerations into Programs:** Integrate environmental considerations into all programs and activities, particularly within Business development services. This involves incorporating environmental education, advocating for sustainable practices and collaborating with environmental stakeholders to raise awareness and promote environmentally responsible behavior

Policy Area 1: Access to information and knowledge.

Information, knowledge management and development are guided by wide up-to-date and accessible information and reporting of the environmental and socio-economic state and trends.

Up-to-date and accessible monitoring of the environmental and societal conditions in the form of data collection and assessment on potential environmental and social impacts studies on priority, environmental and social issues and trends in the basin will be a key step to build a knowledge base for our work.

The body of knowledge shall be accessible to inform decision-making at headquarters and transferred to the field offices, volunteers, our staff, partners, and communities. Exonut Uganda Limited shall use this knowledge base for advocacy and awareness raising on environmental matters in our programs.

Policy Area 2. Advocacy and awareness creation.

Advocacy and awareness raising, common understanding and consciousness of the fundamental role of environmental resources and the need for their cooperative protection and conservation of the environment will be key in our work. Exonut shall disseminate and transfer the knowledge on environmental and social conditions and reach out to the sub-national and national level actors acting as a champion for coordinated and cooperative actions for the protection and conservation of shared environmental resources in the region. It shall build consciousness in sub counties around the key identified environmental and social issues and provide recommendations upon review of relevant national policies to support the dialogue in the country level.

Policy Area 3: Environment impact Assessment

Assessment and management of environmental and social risks and impacts, Protection of the citizens, social assets and environment in the context of Exonut's interventions will be undertaken systematically. In line with national and international standards, Exonut Uganda Limited shall undertake a systematic process of assessing environmental and social risks and impacts to avoid heightening existing environmental and social challenges and to avoid, minimize and mitigate adverse impacts to the environment or to the citizens of Uganda. Within this policy area, Exonut Uganda Limited shall focus on all substantive areas possibly facing risks and impacts in the Business and project cycle, including the following dimensions:

3.1 Human Health: Exonut will aim to protect the health of the people in the region by ensuring that its projects offer protection from, and do not lead to increased exposure to diseases and health hazards (including malaria, bilharzias, HIV, water pollution, air emissions etc.).

3.2 Water Quality: Exonut shall strive to protect the water resources from pollution in accordance with national and international best standards that sustains the ecosystem services from them.

3.3 Climate Change: Climate change is expected to significantly affect our ecosystems and livelihoods and thus an evaluation of climate change risks, impacts and vulnerability shall be undertaken either as a stand-alone evaluation or as part of the environmental and social impact assessment. All our business projects exceeding 150,000 USD shall undergo a climate-proofing to ensure their adequacy regarding future climate variability and extreme events and to make sure that the adaptive capacities and resilience in the basin are not adversely affected by the intervention.

3.4 Biodiversity: Exonut Uganda Limited businesses and project shall aim to avoid significant loss or degradation of these ecosystems. An evaluation of biodiversity as part of the environmental assessment shall be undertaken and plans to deal with risks to natural habitats shall be included in the project and business cycle.

3.5 Wetland Degradation: The wetlands of the country perform crucial wide functions, including improving water quality, providing resilience against drought and flooding, and sustaining biodiversity. Wetland degradation is already a concern in many areas of the Uganda and threatens the critical ecological functions of these ecosystems. Exonut shall

aim to avoid further harm to wetlands, evaluate any possible risk to them as part of the environmental and social assessment and include plans to deal with these risks.

3.6 Involuntary Resettlement: Exonut Uganda Limited will strive to ensure that its activities, programs and projects avoid the involuntary resettlement of people. Exonut will strive to ensure that when there are displaced persons, either due to land acquisition or restriction of access to resources, the affected persons are adequately resettled and compensated. Also, the activities should aim to restore their livelihoods when resettlement has occurred.

3.7 Public Consultation, Disclosure and Awareness: In order to anticipate risks, Exonut Uganda Limited will be transparent in respect to public consultations, ensure disclosure of Environmental and Social Policy, and create appropriate avenues for communication, participation in decision-making processes and for raising environmental and social awareness. Here, Particular attention shall be paid to the input of women and of members of marginalized social groups.

Policy area 4: Greening the Environment: Exonut Uganda Limited is committed to Greening the environment and is considered essential for the sustenance of life on our planet. By implementing sustainable practices, conserving natural resources, reducing pollution, and preserving biodiversity, we shall create a healthier and more resilient environment for current and future generations. To the communities that we serve, we advocate for the same and always encourage tree planting and gardening in small spaces.

OUR ENVIRONMENTAL TARGETS AND PRIORITIES.

Activity	Projected targets
Access to information and knowledge.	Disseminate Environmental protection information and knowledge to 500 participants on environment-related issues in the country including how the environment can be protected, preserved and restored annually. Train our staff, partners, volunteers and other stakeholders to ensure compliance with environmental policy.
Advocacy and awareness creation.	Conduct 5 high level Advocacy campaigns annually on environmental protection and eco-system restoration and comply with environmental preservation guidelines as stipulated in the policy by 2030
Environment impact Assessmentt	Conduct 3 Environmental Impact assessment studies to assess risk, and conflicts and minimize the negative effects that the project might cause to the environment and the community. The reports produced shall be shared with all the relevant stakeholders for digestion and future reference.
Track and Monitor environmental pollution	Track Air, Water, and Waste pollution and design strategies to protect and preserve the environment annually. This will include tracking waste production , paper usage, plastic usage, etc

EDUCATING STAFF

The environmental and social policy will improve employee morale by showing the organization's commitment to the environment. The policy will also enhance the organization's public image by demonstrating corporate social responsibility and the organization's commitment to reducing its impact on the environment.

Exonut Uganda Limited recognizes environmental protection as one of our guiding principles and a key component of sound business performance. We are committed to providing quality services in a manner that ensures a safe and healthy workplace for our client and employees and minimizes our negative impact on the environment.

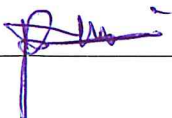
We will operate in compliance with relevant environmental legislation, and we will strive to use environmental best practices in all we do.

Below are the internal activities we shall conduct in regard to environmental protection.

- Incorporate environmental concerns and impacts into all our decision-making and activities.
- Promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner.
- Train, educate, and inform our employees about environmental issues that may affect their work
- Reduce waste by initiating recycling programs within the office – including the recycling of paper, cardboard, beverage containers, plastic containers, and other materials that are accepted by a recycling provider
- Purchase environmentally responsible products that have been selected based on criteria including toxicity, durability, use of recycled or re-furbished materials, reduced energy and/or water consumption, reduced packaging, and ability to be recycled, refilled or re-furbished at the end of its useful life.
- Promote efficient use of resources throughout our facility including water and energy.
- Avoid unnecessary use of hazardous materials and seek alternatives whenever feasible;
- Regularly communicate our environmental program to our clients, customers and the public and encourage their support;
- Strive to continually improve our environmental performance by periodically reviewing environmental policy in planning our current and future activities.
- Investigate and initiate recycling programs and/or safe disposal options for materials such as e-waste and hazardous waste.

This policy was reviewed and Approved by the Board on this 5th day of December 2021

Signed and stamped:



Patricia Ezabuku
Board Chair

