

SUSTAINABILITY AND ESG POLICY STATEMENT

Policy Commitment Statement

TOL Gases Plc is committed to integrating **Environmental, Social, and Governance (ESG)** principles into all aspects of its operations, corporate governance, and stakeholder engagement. As a publicly listed industrial and medical gas provider, we recognize our responsibility to contribute to **climate action, public health, workplace safety, ethical governance, and inclusive economic development**. This policy reflects our alignment with **Tanzania Vision 2050, FYDP IV, SDG 2030 Agenda, East Africa Vision 2050, African Union Agenda 2063, the Paris Agreement, and the NBAA Technical Pronouncement No. 1 of 2024**.

1. Scope of Application

This Policy applies to:

- a. All **employees, Board members, and executive leaders** of TOL Gases Plc
- b. All **subsidiaries, depots, operational units, and contracted service providers**
- c. All **suppliers, consultants, and partners** within TOL's value chain

2. ESG Policy Objectives

We aim to:

- a. Promote **responsible production**, climate risk mitigation, and environmental stewardship
- b. Foster a **safe, inclusive, and empowered workforce** across all locations
- c. Uphold ethical conduct, **transparency**, and **accountable governance**
- d. Ensure that our operations contribute to **sustainable health systems, industrial transformation**, and community well-being
- e. Align corporate strategy and risk management with **international ESG standards**

3. Policy Commitments

a. Environmental Commitments

TOL Gases Plc shall:

- i. Monitor, reduce, and disclose its **greenhouse gas emissions**, energy usage, water consumption, and waste
- ii. Comply with all applicable **environmental laws**, including TMDA, OSHA, and NEMC regulations
- iii. Integrate **climate risk assessment** into investment and operational decision-making
- iv. Promote **resource efficiency, circular economy practices, and low-emission technologies**
- v. Implement and maintain **environmental management systems**, aligned with ISO 14001

b. Social Commitments

TOL Gases Plc shall:

- i. Uphold **human rights, labour rights, and occupational health and safety (OHS)** across all activities
- ii. Promote **diversity, equity, and inclusion (DEI)** in hiring, promotion, and procurement

- iii. Provide **skills development**, internship opportunities, and ESG capacity-building for staff and youth
- iv. Engage and empower **host communities** through community investment, transparency, and shared value initiatives
- v. Maintain a **confidential grievance redress system** accessible to employees and stakeholders

c. Governance Commitments

TOL Gases Plc shall:

- i. Uphold the highest standards of **ethics, integrity, and anti-corruption**
- ii. Ensure strong **ESG oversight** at Board and executive levels, including through the Audit & Risk Governance Committee and the Corporate Resources Committee
- iii. Maintain **whistleblower protection**, internal control systems, and regular audits of ESG compliance
- iv. Incorporate ESG into **risk management**, budgeting, procurement, and performance review systems
- v. Comply fully with **IFRS S1 and IFRS S2**, NBAA guidelines, and DSE listing obligations

4. ESG Governance Structure

Governance Level	Role and Responsibility
Board of Directors & Committees	Oversight and approval of ESG strategy, reports, policies, and risk registers
Managing Director (MD)	Executive accountability for ESG implementation and resource mobilization
Sustainability Steering Committee (SSC)	Coordination of ESG integration, data tracking, and performance monitoring
Sustainability Coordinator	ESG focal person responsible for disclosure, engagement, training, and assurance readiness
Directorate Champions	ESG data custodians and operational implementers within respective departments
Internal Audit Unit	Reviews ESG internal controls, risk treatment, and disclosure assurance

5. Material ESG Topics for TOL Gases

- a. GHG emissions and energy intensity
- b. Product quality and medical oxygen safety
- c. Occupational health and process safety
- d. Gender diversity and workforce inclusion
- e. Climate-related financial risk and adaptation
- f. Regulatory compliance and stakeholder engagement

6. Applicable Standards and Regulatory Alignment

This policy is informed by and aligned with:

- a. **NBAA Technical Pronouncement No. 1 of 2024**
- b. **IFRS S1 and IFRS S2**
- c. **ISSA 5000 (Assurance Readiness)**
- d. **TMDA, OSHA, NEMC, and EMA** regulatory frameworks
- e. **Tanzania Vision 2050, FYDP IV, Agenda 2063, East Africa Vision 2050, and the UN SDGs**

7. Integration into Corporate Systems

TOL shall embed ESG into:

- a. **Strategic planning and capital budgeting**
- b. **Enterprise risk management (ERM)**
- c. **Directorate performance scorecards and KPIs**
- d. **Procurement, product design, and community engagement**
- e. **Digital data systems and reporting tools**

8. Monitoring, Evaluation and Disclosure

- a. ESG performance will be monitored **quarterly**, evaluated **annually**, and disclosed in the **Sustainability and ESG Report**
- b. ESG data will be collected using standardized templates and reported in accordance with **IFRS S1/S2**
- c. The ESG Policy and its implementation will be subject to **internal audit and external assurance (ISSA 5000)**

9. Policy Review and Continuous Improvement

This ESG Policy will be reviewed **annually** by the **Sustainability Steering Committee** and approved by the **Board**, ensuring alignment with evolving stakeholder expectations, new regulations, and international standards.

