

Sustainability Policy

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1. OUR COMMITMENT

The development of a Sustainability Policy confirms the Mergence Group's commitment to developing an environmentally responsible culture in our own operating environment and all the parties with whom we have a business association.

We recognise environmental management and conservation as an important area of corporate performance that supports our commitment to Environmental, Social, and Governance (ESG) principles and supports sustainable development.

While the nature of our operational business activities may not have a substantial impact on our environment, the effective implementation of this Policy nevertheless requires the co-operation and involvement of staff at all levels and in all areas.

2. VISION

We believe in creating shared value and hence a better future for all - where social and economic wellbeing prospers and nature is conserved and replenished.

3. PRINCIPLES

Our approach to business is guided by commitment to the following principles: Leadership, Inclusivity, Transparency, Integrity, Stewardship and Continuous Improvement.

4. KEY ISSUES

The Mergence Sustainability Policy covers our comprehensive business operations and endeavours to reduce the impact of our business activities on the environment to the minimum.

We are thus committed to effectively managing the impact that our operations may have on the environment. This extends to the areas of property and facilities, corporate buildings and facilities, energy, waste, carbon footprint and procurement.

The management programme includes but is not restricted to:

- Reduction in carbon emissions
- Responsible energy and water consumption
- Recycling and waste management
- Procurement from sustainable sources

5. OUR ABILITY AND DUTY TO ACT

We believe in using the Earth's resources wisely.

We also believe we have the power to make a positive human impact on the diverse people we touch.

Our attention to environmental, social and economic responsibility includes working within the law and voluntarily exceeding legal requirements to be innovative and demonstrate leadership on the issues that are important to us and our stakeholders. As an investment management company, we



have an opportunity to advise clients and make considered investment decisions in line with our fiduciary duties that support sustainable development and the growth of a restorative economy.

6. OBJECTIVES

6.1. Minimise environmental impacts in the areas of waste, water, energy, air quality and resource use.

- **Waste recycling:** maintain a target of 80 kg/month over the year.
- **Water usage:** Reduce overall water usage by 10%.
- **Electricity usage:** Reduce electricity usage at the office by 10%.
- **Carbon emissions produced by staff travel (vehicles & air travel):** After obtaining our carbon footprint, we will assess whether we would be able to reduce the firm-wide carbon emissions by being more prescriptive and to offset our emissions Including installing renewable energy systems for staff members.

6.2. Give back to communities by volunteering and donating resources.
Mergence staff and the company as a whole, strives to provide mentoring, financial and support in the way of donating equipment to underprivileged communities, where possible.

6.3. Develop sustainable procurement guidelines to ensure our supply chain has responsible social and environmental practices.

7. REPORTING

The Sustainability Task Team, as policy drivers, are responsible for making all Mergence employees aware of the contents of this Policy. The actions they are expected to take in terms of this Policy will be clearly communicated to them.

We will externally report on our progress against these goals once per year.

Internal senior reviews will be held at least once per year.

Management reviews will be conducted quarterly.

8. EDUCATION AND AWARENESS

The Mergence Group will ensure ongoing environmental education and awareness among its staff, clients and suppliers and will foster openness and dialogue with its employees and the public.

Ongoing education and awareness will assist to instil sustainability understandings and values. These will have practical application in the business operations and in dealings with clients, investee companies and vendors.