



Worker Welfare Policy Statement

- Forced, compulsory, bonded or indentured labour, human trafficking practices, or any other violations of human and labour rights will not be tolerated.
- Recruitment, selection and hiring must be conducted fairly, ethically and without discrimination.
- Workers must be provided with employment contracts in their native language, where required. Such contracts must describe all the terms and conditions of their employment.
- Workers must be provided a clean, secure, safe and healthy working environment.
- All workers must be treated equally and fairly, irrespective of their nationality, gender, pregnancy status, ethnicity, social status, race or religion.
- Wages must be paid on time and in line with employment contracts.
- Workers must have the freedom to exercise their in-country legal rights with impunity, including raising a grievance, freedom of movement, resignation or refusing to perform work that poses a safety or health risk.

This policy is applicable to all personnel and entities working on Acorn developments and operations.

Policy review and updates

Acorn will consistently monitor all activities across the company portfolio and is committed to ensure a sustained improvement in worker welfare performance. This Policy, and the works supporting its implementation, will be reviewed by Acorn's Board on an annual basis.

Acorn is committed to ensuring the provision of conditions that protect and support the health, safety, welfare, security, rights and the dignity of each worker associated with our developments and operations. Employment practices and welfare standards are both viewed as critical and fundamental elements to our portfolio. Acorn will strive to positively influence all stakeholders involved in our portfolio to adhere to local regulations and the requirements of this policy and related standards.

COMMITMENT

The provisions and requirements of this policy apply to all personnel and entities working for or on behalf of Acorn. Where provisions of this policy are more stringent than the laws of Kenya, the provisions will prevail, unless doing so contravenes local laws.

Employees of Acorn, contractors and consultants working on our developments and operations must be treated on the basis of the following fundamental principles:

- The employment and welfare policies and standards of all entities must be in line with the requirements set out in the laws of Kenya, this policy and the relevant standards.

➤ Workers must be provided with information about their human rights, labour rights and entitlements under the law and this policy.

➤ Dignity of everyone must be protected and preserved. Inhumane treatment, including harassment and abuse of any kind and humiliating disciplinary action will not be tolerated.

Signature:

Edward Kirathe

Chief Executive Officer

Date: 20th January 2023