

Social Policy

Objective

To provide leadership, management and employees guidance on the application and administration of our social commitments within the Sonnedix group of companies.

Scope

This policy applies across the Sonnedix Group, including employees and those working with us or on our behalf.

Responsibilities

The content and intent of this Policy is the responsibility of the Head of Legal & Compliance. The maintenance, revision and distribution of this policy is the responsibility of the ESG Manager.

Everyone who works for Sonnedix, either directly or indirectly, is expected to understand and assist in implementing this policy and the related social standards.

Commitments

We exist to create more value and improve the lives of others, and we can't do that without developing relationships with and contributing to the communities in which we operate. That's why we are committed to not only identifying, evaluating, mitigating and, where possible, avoiding, the negative impact of our projects on the communities and cultures within which we operate, but, more importantly, ensuring that we enrich these communities through social and developmental activities.

We will achieve this by:

- Ensuring social risk management and engagement is driven by senior management;
- Implementing a social risk and impact management system which is integrated into the lifecycle of our projects and offices globally;
- Assigning accountabilities within the business;
- Meeting the statutory obligations set out under local, regional, national and international law;
- Striving to not only meet, but exceed, the relevant international Performance Standards such as those set out by the World Bank Group/ International Finance Corporation;
- Ensuring that social and community engagement and impact is considered in the procurement of all products and services, management of all our assets, and in all of our investment decisions;
- Communicating this policy and its supporting standards and procedures both internally and externally with our Global Partners;
- Ensuring that our Global Partners understand and demonstrate that they conform to our policies and meet the standards we expect of them;
- Resolutely investigating all health safety community incidents and communicating any lessons learned across the group;
- Undertaking regular audits and reviews to ensure that our social risk and impact management system is effective and that our projects are implementing its requirements;
- Providing senior management with periodic assessments of the performance and effectiveness of our social risk and impact management performance;
- Establishing a formal grievance management procedure for receiving, investigating and responding to concerns raised by internal and external stakeholders relating to social and community issues;
- Ensuring employees feel comfortable reporting their social and community concerns;
- Proactively developing and implementing project and corporate level initiatives that create a positive impact.

We are a responsible renewable energy producer, and it is our duty to ensure that our generation of clean electricity improves the communities in which we operate.

Policy Owner:	Head of Legal & Compliance
Applies to:	Across Sonnedix Group, including employees and those working with us or on our behalf
Review Period/s:	Q1
Effective Date:	1 st January 2017
Modified Date & Version:	1 st January 2017; Version 1
Supporting Documentation:	Sonnedix Company Handbook; Sonnedix Code of Ethics and Business Conduct; Sonnedix Anti-Bribery & Corruption Guide; Sonnedix Global Partners Standards of Conduct.