

SUSTAINABILITY POLICY

As a long-standing renewable energy producer engaged in the promotion of a model based on territorial integration, environmental and social empowerment, Akuo has been committed to Sustainability since day one.

SUSTAINABILITY IS AT THE CORE OF OUR VALUES

INTEGRITY

Enhance the transparency and accountability of our actions and decision making

THINK COLLECTIVE

Manage the environmental and social risks and impacts of our Projects and enhance positive development outcomes on the ground for all stakeholders

MAKE A DIFFERENCE

Generate green energy and development, improving performance according to sustainability principles

LEARN

Promote mutual training and cooperation, recognize the right to fail

INNOVATE

Encourage continuous improvement and adaptation through return on experience

SUSTAINABILITY IS AT THE CORE OF OUR ACTIVITIES in which we undertake :

ENVIRONMENT

To manage the environmental impacts of our projects by adopting the appropriate technologies, processes and practices.

Akuo recognizes that climate change is a serious global challenge and that climate-related impacts may impede economic and social well-being and development efforts. Its activities address climate change through the energy sector, having a role in the reduction of greenhouse gas emissions, engaging investments and advisory services to achieve climate-friendly solutions.

Akuo supports low-carbon economic development as the main dimension of a balanced approach to development, including supporting access to modern, clean and reliable energy services. Akuo pursues this objective through the use and development of relevant project proposals, solutions and services as well as through the adoption of the appropriate technologies, processes and practices in the activities it realizes.

Therefore, we are committed to:

- Ensure the sustainable use of water resources and control the storage, handling and disposal of all fuels, hazardous substances and waste materials;
- Minimise habitat disturbance and, to the extent practicable, excess dust generation, noise emissions, soil erosion or other pollution of surface waters, and land contamination;
- Undertake relevant biodiversity surveys to confirm the nature of likelihood of the predicted impacts of operations;
- Where applicable, ban all hunting and bushmeat trading by the workers and monitor potential changes to priority eco-system services relied on by local communities.

- Remain alert to the possible presence of critically endangered/ endangered species in the Project, area of influence and any situations that might trigger further interventions in accordance with good international practice;
- Calculate project-related greenhouse gas emissions using a recognised methodology that follows the principles of Clean Development Mechanism, to demonstrate the low carbon footprint of our Projects.

ETHICAL BUSINESS

To maintain business integrity standards in line with our legal and moral responsibilities through an Ethics Code. This Code shall apply the following principles to all its business activities:

- Assessing and managing the risks to the business and applying reputable business practices in our dealings with utilities and competitors when we operate; and encouraging our suppliers, contractors and partners to work to similar ethical standards;
- Respecting the lawful authority of any countries in which we operate and maintaining honest relationships within agencies, officials and staff and proscribing contributions to any political parties;
- Complying with all applicable national and international legal and regulatory requirements. Having a zero-tolerance approach to bribery and corruption, prohibiting improper payments of any kind, and ensuring that no gift or hospitality that could be interpreted as a form of inducements is accepted or offered by management and personnel;
- Dealing with actual or potential ethical or other concerns in an efficient, prompt and transparent manner, investigating any reported incidence of malpractice or wrongdoing, and acting appropriately without reprisal.

HUMAN RIGHTS

To uphold ILO Conventions human rights' principles regarding our own and Contractors' human resources procedures.

Akuo has defined a reliable and inclusive approach that will allow our projects to manage human rights risks and reduce the potential for any violation of the human rights of our stakeholders. In this context, Akuo shall strive to:

- Embed human rights principles in its policies, management systems, procedures, codes of conduct and site rules to respect;
- Educate and train staff and other stakeholders, setting out clear performance expectations regarding personal and business compliance;
- Seek to prevent/mitigate adverse human rights impacts that are directly linked to our Projects, including paying special attention to the rights of any marginalised or vulnerable stakeholders who might be adversely affected by our Project. In this regard, Akuo is committed to:
 - Transparent, honest and timely stakeholder
 - Avoiding any forced resettlement, providing fair compensation and assistance for affected members of local community
 - Embed respect for human rights in the project's security arrangements and ensure the lawfulness of security interventions in accordance with good international practice;
 - Resolving valid grievances in a fair and effective manner.
- Monitor the human rights performance of our management and personnel, our business partners and other parties directly linked to our operations;
- Avoid causing or contributing to adverse human rights risks or impacts through projects activities and positive address such impacts when they occur;
- In the unlikely event that we confirm that we have caused or contributed to adverse impacts or violations, we will remediate directly or cooperate with other parties to remediate the situation.

LOCAL COMMUNITIES AND WIDER SOCIETY

To develop mutual respect and trust with local communities and stakeholders affected by our Projects. Accordingly, we shall endeavour to:

- Treat our neighbours with full respect, understanding and dignity, taking due account of their views, traditions and cultural heritage;
- Provide local affected communities and individuals with fair and adequate compensation for any physical displacement or loss of livelihood arising from the Project for which we are legally liable and/or obliged to address by the standards of our lenders and the Project;
- Give consideration for local employment including women – where candidates' suitability for the type of work permits – and provide focused stimulus for local businesses and self-employment opportunities;
- Establish an appropriate grievance mechanism for the effective handling and resolution of any concerns, complaints or grievances expressed by local communities or other external stakeholders in regard to our projects.

WORKFORCE EMPLOYMENT AND HUMAN RESOURCES

To deal with talented workers with transparency, honesty and respect.

- The long-term success of Akuo depends largely upon its ability to attract, retain and develop managers and workers who have the necessary talents for the work and who can contribute to our growth on a continuing basis. As project's workforce is the critical resource of successful attainment of our objectives, we shall strive to:
- Develop and apply human resource policies and procedures that comply with the local employment laws and satisfy the requirements of our adopted international standards and the principles enshrined in the ILO Core Conventions, including a zero tolerance for any form of child, forced or trafficked labour or discrimination and respect for Freedom of Association and Collective Bargaining;
- Set clear expectations for individual performance and personal conduct;
- Explain our sustainability policies and commitments, including the

- contributions individuals can make to achieving our objectives. At Project level, explain the potential consequences of noncompliance to Environmental and Social Management System requirements;
- Clearly communicate individual terms and conditions to Company employees, providing an Onboarding Program that explains key principles (such as equality, diversity and dignity at work) and basic entitlements (pay, benefits, leave entitlements) and the employment contract.
- Foster leadership, learning and growth to deliver value to Akuo and wider society and provide training and support to improve skills and competencies;
- Ensure fair and equitable terms and conditions of employment staff in line with international conventions and standards, including freedom of association and collective bargaining and contingency arrangements for dealing with any retrenchment situations;
- Provide safe working environment and good standards of accommodation and amenities for site-based staff.

OCCUPATIONAL HEALTH AND SAFETY

To meet the best occupational health and safety standards in our business practices.

We shall apply our best endeavours in the conduct of our activities to meet the following objectives:

- Protect and promote health, safety and welfare of all projects personnel, partner and contractor workers and anyone else who may be affected by its Project activities, including members of local communities;
- Meet its responsibilities and duties as the projects' proponents and as a direct and indirect employer and do all that is reasonably practicable to prevent accidents, injuries and occupational ill health and to sustain the well-being of the workforce;
- Define and implement robust management systems designed to avoid, minimise and mitigate, to the extent possible, any harm to project workers and others through ensuring:
 - Assessment of potential direct hazards, risks and impacts stemming from activities under the control of Akuo;
 - Development and implementation of suitable, effective mitigation measures throughout the design, construction, operation and eventual decommissioning phases;
 - Attainment and maintenance of the best possible health and safety performance levels (i.e. zero injuries/zero incidence of avoidable industrial disease) through implementation of a continual improvement process.

CONTRACTORS AND SUPPLIERS

To ensure our Contractors' compliance with international standards on fair employment conditions, health, safety and environment.

We will:

- Include in our prequalification criteria for Contractors the endorsement of Akuo's Sustainability Policy;
- To include specific clauses in our contracts that will translate the concepts detailed in Akuo's Sustainability Policy into measurable obligations.

SITE SECURITY

To engage a responsible security service provider when necessary, that is trained and recruited in line with appropriate standards.

- Ensure there are appropriate standards for the recruitment, equipping, training and performance of security personnel that satisfy our policies and obligations, including the application of the proportionate response principle to any interventions;
- Continually assess security risks, including any potentially arising from the deployment or use of contracted security services (or if relevant

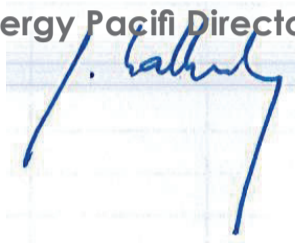
government forces);

- Stipulate that all project security personnel are required to:
 - Resolve all situations and incidents without resorting to the use of force except in cases of aggression and in compliance with self-defence; if the use of force is required, it must be adapted to the level of aggression or attack ;
 - If qualified, give medical aid to anybody injured in any incident at the earliest possible moment;
 - Clearly account for their actions in any interventions;
 - Respect and comply with the local regulations and law.
- Investigate and report all incidents and any allegations of inappropriate response by security personnel and take or encourage actions to prevent recurrence.

ACTIVE SOCIAL RESPONSIBILITY

...our commitment is to create additional benefits for people living in the surrounding areas of its exemplary renewable energy projects.

Jean Ballandras
Akuo Energy Pacific Director



Akuo Energy has build a solid experience of responsible environmental management through the successful development of international projects that consistently follow IFC standards and Ecuador Principles since 2007.

Akuo Energy's commitment to sustainability is illustrated by its continuous improvement and integration of environmental and social management standards into its strategy and business practices.

In all areas where the group is active, the best practices based on IFC standards and AA1000 principles are applied independently of whether such practices are necessary from a strictly regulatory standpoint.

Finally, Akuo Energy has established itself as a force in regional development, with real expertise in :

- 1) integrating into their environment projects with a strong structuring effect on the regions in which they are located;
- 2) cooperating closely with other local entities;
- 3) creating synergy to maximize the social benefits to local populations.

Patrice Lucas
Managing Director and cofounder of Akuo Energy

