

MAYO MACS SA - Group

ENVIRONMENTAL, SOCIAL AND GOVERNANCE

POLICY

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ESG POLICIES AND PROCEDURES
Environmental, Social and Governance Policy
ESG Policy No: 001.001

Mayo Macs SA (Pty) Ltd
Environmental, Social and Governance Policy (ESG)

1. Purpose

Mayo Macs SA (Pty) Ltd (Mayo Macs/MMSA) has an obligation that goes beyond simply providing returns for shareholders and consequently is committed to sustainable practices that:

- protect the environment,
- ensure social responsibility; and
- uphold ethical governance.

This policy guides our operations to ensure long-term value creation for all stakeholders while mitigating risk and minimising negative impacts.

2. Scope

This policy applies to the holding company, all employees, directors, officers, contractors, consultants, temporary staff, agents, associates, subsidiaries, joint ventures, and any other persons acting on behalf of the Company. It also applies to all stakeholders who engage with the Company, including suppliers of goods and services, service providers, business partners, customers, investors, and any other third parties with whom the Company conducts business or maintains a relationship.

All such parties are expected to comply with the principles, standards, and requirements set out in this policy when conducting activities related to or on behalf of the Company.

3. Environmental Commitment

- *Sustainable sourcing*: Source macadamias from farms that follow responsible agricultural practices, including soil health, water conservation, and biodiversity protection.
- *Energy efficiency*: Implement energy-saving measures in processing facilities and explore renewable energy options.
- *Waste management*: Reduce, reuse, and recycle processing by-products and aim to reduce the amount of waste to landfill. Ensure efficient use of materials and conservation of scarce natural resources.
- *Carbon footprint*: Monitor and reduce greenhouse gas emissions through efficient logistics and operations.
- *Pollution*: Protect all aspects of the environment and manage pollution.
- *Compliance*: Adhere to relevant ISO reporting obligations and environmental legislation.

4. Social Responsibility

- *Employee welfare:* Provide a safe, healthy, and inclusive workplace with fair wages and opportunities for growth.
- *Community engagement:* Support local communities through capacity building and job creation, education initiatives, as well as partnerships with local suppliers.
- *Human rights:* Practice fair and ethical treatment of all employees, suppliers, customers and other stakeholders. Uphold human rights across our supply chain, ensuring no underage or forced labour.
- *Compliance:* Adhere to South African labour and employment legislation and the SIZA social standard.
- *Privacy and data protection:* Implement controls and systems to mitigate breaches.

5. Governance

- *Ethical business decision-making and conduct:* Maintain transparency, integrity, sound judgement and accountability in all business dealings.
- *Accurate financial record-keeping.* Implement appropriate accounting policies and frameworks, as well as strong systems of internal control, to fairly present the financial position, results of operations, and cash flows of MMSA and its associated companies.
- *Stakeholder communication:* Ensure transparent and timely financial reporting to the shareholders and other relevant stakeholders. Report ESG performance to stakeholders regularly and encourage feedback. Respond to supplier and customer complaints and input to underpin our commitment to provide them with the best experience and service and to differentiate MMSA from its competitors.
- *Risk management:* Identify, assess, monitor and manage all known forms of risks across the company. Design procedures and controls to mitigate risks throughout the organisation and with third parties. Identify and manage opportunities for fraud, bribery and corruption that could lead to financial misstatement and loss.
- *Compliance:* Adhere to all relevant laws, regulations, and industry standards. Subscribe to an appropriate code of conduct for employees to act and behave with integrity and to adhere to high ethical standards.
- *Board structures:* Continually review the composition of the Board and its sub-committees, ensuring diverse experience and skills; as well as strengthening independent stewardship and oversight.

6. Continuous Improvement

Management, along with the Financial Risk and ESG Committee, will review this policy annually and update it to reflect evolving best practices, stakeholder expectations, and regulatory requirements.

The Board will integrate these ESG principles into the company's strategy, operations, and culture.

7. ESG Framework

To ensure transparency and accountability, the Mayo Macs SA group will implement the following ESG framework:

7.1. Reporting frequency

Annual reporting on ESG performance to the FRC and Board and other relevant stakeholders.

7.2 Reporting channels

- Annual sustainability report shared with stakeholders.
- Public disclosure on the MMSA website for information and transparency.
- ESG Committee regular reporting to the Board

7.3 Key metrics

- Environment: Energy use, water consumption and waste reduction.
- Social: Compliance with the SIZA Social Standard. Employee welfare and safety statistics. Community investment programs.
- Governance: Unqualified statutory external financial audits and compliance with other relevant audits. Accurate and complete financial reporting. Stakeholder engagement activities. Management of risk.

7.4 ESG oversight and responsibility

- The following shall be responsible for the management and reporting on each of the ESG pillars:

❖ Environment	GM Operations
❖ Social, ethical and legal	Group HR Manager
❖ Governance	CFO

7.5 Policy communication and awareness

- Management must ensure that current employees are aware of this policy and that they have an obligation to the company to incorporate all aspects of this policy in their employment with the company.
- All new employees must acknowledge that they have read and understand the contents of the policy.
- A copy of the policy shall be made available on the company's website.

7.6 Policy review

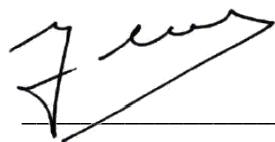
- This policy will be reviewed at least annually to ensure its relevance and alignment with evolving ESG standards and the company's strategy, goals and values.

7.7 Approval

- This policy must be approved by the MMSA ESG Committee and the Board.

Policy approved on behalf of the Board:

Guy S Clarke:



Date:

31 August 2026