

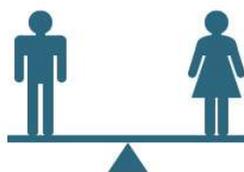
ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY

ESG



Environmental

- Climate Change
- Energy & Fuels
- Co2 Emissions
- Biodiversity
- Deforestation
- Water Use



Social

- Diversity
- Equality
- Employee Relations
- Local Communities
- Health & Safety
- Training & Education



Governance

- Board Diversity
- Ethics
- Tax Strategy
- Bribery
- Lobbying
- Risk Management

ESG Statement

FosRich Company Limited acknowledges the increasing focus and impact of Environmental, Social and Governance issues on its business and the role that each fact plays in ensuring that it operates its business as a responsible corporate citizen.

ESG Core Principles

We can provide industry leading products and customer service while committing to operate responsibly across every area of our business. Our Environmental, Social and Governance (“ESG”) core principles are integral to the way in which we conduct business. Our customers recognize us as key partner in enabling them to reduce their energy consumption by use of renewable energy and electricity consumption and use technologically advanced products.

ESG Policy

This Policy anchors FosRich’s approach to responsible business practices and serves as a framework within which to continue a sustainable business that considers the interest of all our stakeholders and contribute positively to our environment. By integrating ESG and sustainability issues throughout our operations, we will continue to create long term value for our stakeholders. *Sustainability Risk* means an environmental, social or governance event or condition that could cause an actual or potential material negative impact on the value of the Company.

Products that benefit Society

As a manufacturer and distributor, FosRich strategy and focus is to provide lower cost energy saving light bulbs, fixtures, PVC pipes and solar water heaters, more technologically advanced and cleaner energy solutions and improve the functionality, reliability, affordability of energy saving products across Jamaica.

While providing these products to our customers, we operate in such a manner as to protect the environment and engage the communities in which we operation.

Environmental Policy

FosRich is committed to protecting the quality of human health, local communities and the environment and acknowledge its responsibility to :

- Implement measures to combat climate change and reduce carbon footprint by embarking upon initiatives to monitor and reduce energy consumption by implementing solar systems for energy generation and usage and use of electric vehicles.
- Minimization of pollution of the air, water and noise resulting from our manufacturing process including servicing of vehicles, implementing best practices in waste management, transitioning to digital files to reduce paper consumption.
- Harvest rain water for use in our operations and reduce costs.
- Planting of trees and partnering with Governmental and private organizations for tree planting exercises, or adopting a forest program, protecting mangroves and sponsorship of environmental projects in schools across Jamaica.
- Ensuring that our employees are provided with a safe place to work and are properly trained and promoting a healthy work life balance for our employees; supporting thereby development and overall well being
- Engaging our stakeholders including the communities in which we operate and cultivate connection with employees, investors, customers and suppliers.
- To be an inclusive workplace maintaining diversity and promoting equal opportunity and fostering an inclusive atmosphere.
- Developing, acquiring and operating facilities that meets all applicable environmental, legal and regulatory standards.
- Training and educating employees and plant staff on the potential environmental impact associated with the plant operations and procedures to mitigate the negative impacts in accordance with applicable law.
- Rewarding
- Evaluating and monitoring performance by periodically conducting self-assessments and third-party audits of our facilities.
- Diversity and Inclusion in the workplace and in the Board room.

Ethics and Governance

FosRich is committed to ethical leadership and governance of its operations. We are committed to complying with applicable laws and regulations (including the Rules of the Jamaica Stock Exchange) and avoiding conflicts of interest. Strong corporate governance practices are maintained through a strong board with diverse skill sets having oversight of management's operations. Ethics and Governance are anchored in our Corporate Governance Policies, Board Mandate, Committee Terms of Reference, Code of Conduct and Whistle Blower Policy.

Transparency in our operations are maintained through our timely disclosures to the Jamaica Stock Exchange, the media and our website at www.fosrich.com. Investors are invited to contact us at investorrelations@fosrich.com.

ESG -Committee Responsibility

The Corporate Governance Committee of the Board of Directors will have responsibility for ESG, including monitoring Sustainability Risk ("*ESG Matters*"). Members of the Management team will be invited periodically to present, consider and support ESG initiatives, overseeing communications with stakeholders and monitoring and assessing developments relating to ESG.

Reporting and Continuous Improvement

We are committed to developing key performance indicators to measure our progress in achieving ESG Goals and undertake to provide updates on our progress or challenges to our stakeholders through our disclosures, as necessary.