

1. Purpose

At **Computech Limited**, we are committed to conducting our business in a socially responsible, ethical, and sustainable manner by giving back to the community. This Corporate Social Responsibility (CSR) policy outlines our commitment to integrating social and environmental concerns into our business operations and interactions with stakeholders, including employees, customers, suppliers, and the wider community.

2. Scope

This policy applies to all employees, contractors, suppliers, and partners of **Computech Limited**. It encompasses all business operations globally and includes the following areas: sustainability, ethical labor practices, environmental protection, and community engagement.

3. CSR Principles

a) **Compliance with Laws and Ethical Standards**

We pledge to comply with all applicable legal requirements and industry standards in the countries in which we have operations. In addition, **Computech** will strive to uphold the highest ethical standards in all business activities.

b) **Environmental Responsibility**

Computech Limited is committed to reducing our environmental impact by:

- Minimizing waste generation and promoting recycling.
- Reducing energy consumption and utilizing renewable/Natural energy where feasible.
- Implementing eco-friendly practices in our supply chain and operations.
- Complying with environmental regulations and encouraging innovation for sustainable solutions.

c) **Fair Labor Practices**

We are dedicated to providing a safe, inclusive, and respectful working environment. We are committed to:

- Offering fair wages, benefits, and working conditions.
- Supporting diversity, equity, and inclusion (DEI) initiatives.
- Promoting work-life balance and professional development opportunities.
- Prohibiting forced labor, child labor, and discrimination of any kind.

d) **Community Engagement and Social Impact**

Computech Limited believes in giving back to the communities where we operate by:

- Supporting local initiatives through donations, sponsorships, and volunteerism.
- Encouraging employee participation in community service programs.
- Contributing to local communities by engaging in initiatives such as clean-up drives, infrastructure development, and supporting local charities.

e) **Responsible Supply Chain Management**

We are committed to working with suppliers who share our commitment to social responsibility. We aim to:

- Ensure that suppliers adhere to ethical labor practices and environmental standards.
- Promote fair trade and sustainable sourcing of materials.

- Conduct regular assessments of suppliers to ensure compliance with our CSR values.

f) **Human Rights Commitment**

Computech Limited supports and respects the protection of internationally proclaimed human rights, ensuring that we are not complicit in human rights abuses.

4. Governance and Accountability

- All employees are expected to contribute to our CSR efforts by adhering to this policy and fostering a culture of social responsibility.
- We regularly review and update our CSR policy to ensure it reflects evolving standards, business practices, and societal needs.

5. Implementation and Communication

- This policy will be communicated to all employees, stakeholders, and partners to ensure awareness and encourage active participation.
- Progress will be reported annually through the publication of a CSR report, outlining key initiatives, achievements, and goals.

6. Monitoring and Reporting

- **Computech Limited** will track and assess the effectiveness of its CSR programs through key performance indicators (KPIs).
- We will maintain open lines of communication for stakeholders to provide feedback or raise concerns regarding our CSR practices.

7. Review and Continuous Improvement

This CSR policy will be reviewed periodically to reflect changes in laws, regulations, business strategies, or societal expectations. We are committed to continuous improvement in all areas of Corporate Social Responsibility.

APPROVALS

Name: MAUREEN ACHIENG

Title: HUMAN RESOURCE OFFICER

Date: 04th January, 2024