



Pineapple ESG policy

Environmental and Social Governance Policy

1. Introduction

Pineapple Tech (Pty) Ltd ("the Company") is a rising firm in the field of short-term insurance technology in South Africa. As part of our commitment to corporate governance, we recognize the importance of integrating environmental, social, and governance (ESG) considerations into our business operations. This policy outlines our approach to managing ESG issues.

2. Scope

This policy applies to all aspects of our business, including our relationships with customers, employees, investors, and the communities in which we operate.

3. Environmental Stewardship

We are committed to minimizing our environmental impact and aim to:

- Operate in a manner that is environmentally responsible and sustainable.
- Comply with all applicable environmental laws and regulations.
- Continually improve our environmental performance through efficient use of resources and waste reduction.

4. Social Responsibility

We are dedicated to creating a positive social impact. We strive to:

- Treat our employees with respect and ensure they have a safe, inclusive, healthy, and diverse working environment.
- Act in the best interests of our customers, providing them with high-quality and fair insurance products.
- Support the communities in which we operate through various initiatives, such as local development programs and volunteering.
- Pineapple will operate off the "fairest of them all" values, striving to be the fairest financial service provider in South Africa. This relates to the treatment of all stakeholders. This principle will relate to the treatment of all of the following stakeholders. Employees treatment and relations, diversity, inclusion and equity, health and safety, community, product design, ethics as well as supply chain.

5. Governance

We are committed to maintaining high standards of corporate governance, which includes:

- Operating with integrity and transparency in all our business dealings.
- Complying with all applicable laws and regulations.

- Establishing clear roles and responsibilities within the organization to ensure accountability.

6. Implementation and Monitoring

Our ESG policy will be implemented throughout the Company, with oversight from our Board. We will monitor and report our ESG performance to stakeholders annually as requested.

7. Review

This policy will be reviewed at least annually to ensure it remains relevant and effective in addressing our ESG responsibilities.

In addition to the above the company will apply the following principles for management:

Integrated Assessment and Management: We commit to conducting comprehensive assessments to identify environmental and social impacts, risks, and opportunities associated with our operations. We will implement management systems to monitor and manage these impacts and risks in a structured manner.

1. **Labor and Working Conditions:** We will uphold fair and favorable working conditions, respect workers' rights to freedom of association, ensure non-discrimination and equal opportunity, and establish grievance mechanisms. We will handle any workforce reductions in a manner that is considerate and lawful.
2. **Resource Efficiency and Pollution Prevention:** We are dedicated to efficient resource use, including energy and water, and will strive to reduce greenhouse gas emissions related to our operations. We will manage waste and hazardous materials responsibly and aim to minimize emissions.
3. **Community Health, Safety, and Security:** We recognize our responsibility to avoid or minimize the risks and impacts to community health, safety, and security that may arise from our activities. We will implement measures to mitigate any such risks and impacts.
4. **Land Acquisition and Involuntary Resettlement:** We will avoid involuntary resettlement where feasible. If not avoidable, we will minimize and mitigate its impact on displaced persons and provide adequate compensation.
5. **Biodiversity Conservation and Sustainable Management of Living Natural Resources:** We are committed to the protection and conservation of biodiversity, the maintenance of ecosystem services, and the sustainable management of living natural resources.
6. **Indigenous Peoples:** We respect the rights of Indigenous Peoples, including their identity, culture, and natural resource-based livelihoods. We will engage with Indigenous Peoples in a culturally appropriate manner.

7. **Cultural Heritage:** We will protect cultural heritage from the adverse impacts of our activities and manage cultural heritage appropriately.

This policy will be reviewed regularly to ensure its continued applicability and effectiveness. We will engage with stakeholders, including employees, local communities, and indigenous peoples, to ensure that our policy remains responsive to their needs and concerns.

1. **RATING CARD:**
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- 3.

Area	Rating	Comments
<u>Environmental Sustainability</u>		
Energy Efficiency		The company has implemented energy-efficient practices in its operations.
Waste Management		Electronic waste is managed responsibly.
<u>Social Responsibility</u>		
Customer Service and Privacy		High-quality services with strong data privacy and

		security measures in place.
Diversity and Inclusion		The company promotes a diverse and inclusive workplace environment.
Community Involvement		More local initiatives and volunteering are needed.
<u>Governance</u>		
Transparency		The company demonstrates a commitment to transparency in its operations.
Ethical Business Practices		The company adheres to ethical business practices and regulations.
Independent Oversight		Robust independent oversight is in place.

Overall ESG Rating		The company meets the basic ESG standards, with room for improvement in community involvement.
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Regular monitoring of these indicators can help a company identify potential environmental risks and take proactive action to mitigate them.

Additional check-list items related to ILO and IFC performance standards:

1. Freedom of Association:

- Ensure all employees have the right to form and join organizations of their choice without prior authorization.
- Confirm there is no interference by public authorities in the functioning of these organizations.

2. Right to Collective Bargaining:

- Protect against anti-union discrimination.
- Prevent interference between workers' and employers' organizations.
- Facilitate the right to collective bargaining.

3. Forced Labour:

- Confirm there is no forced or compulsory labor in your operations.
- Ensure all work is voluntary and workers are free to leave.

4. Child Labour:

- Verify the age of all employees to ensure no underage labor.
- Ensure no hazardous work is being done by individuals under the age of 18.

5. Equal Remuneration:

- Implement equal pay for equal work, regardless of gender.
- Regularly review and adjust pay scales to ensure fairness.

6. Non-Discrimination:

- Promote a workplace free of discrimination based on race, color, sex, religion, political opinion, national extraction, or social origin.
- Implement policies and procedures to handle any cases of discrimination.

7. Integrated Assessment and Management:

- Have a process in place to identify environmental and social impacts and risks of your operations.

- Implement a system to manage and monitor these impacts and risks.

8. Labor and Working Conditions:

- Ensure fair working conditions and respect for workers' rights.
- Establish a grievance mechanism for workers to raise concerns.

9. Resource Efficiency and Pollution Prevention:

- Implement measures to use resources efficiently and reduce greenhouse gas emissions.
- Have a waste and hazardous materials management plan in place.

10. Community Health, Safety, and Security:

- Assess the potential impacts of your operations on the health, safety, and security of the local community.
- Implement measures to mitigate any identified risks.

11. Land Acquisition and Involuntary Resettlement:

- Avoid involuntary resettlement where possible. If not, have a plan to minimize and mitigate its impact and provide adequate compensation.

12. Biodiversity Conservation and Sustainable Management of Living Natural Resources:

- Identify potential impacts on biodiversity and ecosystem services.
- Implement measures to protect and conserve biodiversity and sustainably manage natural resources.

13. Indigenous Peoples:

- Identify if your operations affect Indigenous Peoples.
- If so, engage with them in a culturally appropriate manner and respect their rights.

14. Cultural Heritage:

- Identify potential impacts on cultural heritage.
- Implement measures to protect and manage cultural heritage.