



Environmental and Social Policy Statement

Copia Global, October 2020

Mission and Commitment

Copia Global (“Copia”) is the first and only mobile commerce platform built to serve middle to low income African consumers, regardless of their income level, access to technology or location. By harnessing mobile technologies, a network of local Agents and proprietary logistics technology, Copia serves a high growth market that formal retail and e-commerce cannot reach.

Social and environmental impact is at the core of Copia’s business and we strongly believe that doing the right thing for our people, the communities we work in and the environment leads to better business results. Environmental and social best practices are integrated across our business, including in our supply chain, Agent and customer sales and human resources.

Scope of Policy

This policy applies to all subsidiaries of Copia Global and is subject to applicable laws and regulations in the jurisdictions where we operate.

Our Environment

We’re committed to operating in an environmentally responsible manner to reduce our impact on climate change, conserve natural resources, operate in compliance with environmental regulations and continually improve in doing so. We will continue to work internally and with our partners to reduce our impact on the environment. Specifically, we acknowledge the risk of global warming and commit to understanding how our activities and operations contribute to its causes, and determining



what actions we can take to foster lower carbon emissions, enable the development of new industries and technologies that serve this priority and do so in a

manner that is consistent with our business objectives. We believe that risk management is critical to success and acknowledge that the mitigation of climate risks is beneficial to both society and our business.

Our Communities

Inherent to Copia's business model is helping increase standards in of living in local communities and grow their wealth. Copia maintains a strong commitment to the communities where we operate through providing extensive support to our Agents, quality goods and services to our Customers. We are an active participant in social initiatives which leverage our operations and knowledge, including to help promote disease prevention, distribute hygiene products and healthcare. We welcome initiatives from all sources but especially those from our own people.

Our Staff

We strive to be the best company to work for our employees. We invest significantly in our people and their working environment by creating and maintaining a safe and healthy working environment and ensuring their ongoing professional and personal development.

We strive to create workplaces in which there is mutual trust and respect and where every person feels responsible for the performance and reputation of our company. We respect one another and each other's individual rights and customs. We work continue to achieve a diverse workforce, recruiting, employing and promoting people only on the basis of objective criteria and the qualifications and abilities needed for the job to be performed.

We continuously engage with our people at a team and company level to translate our core values into action. We do this through regular communications and an opportunities for questions and dialogue so as to assist employees in realising their full potential.



Our Suppliers

Our Procurement Policy and Supplier Onboarding outlines our expectations for businesses and individuals wishing to do business with Copia and which promote responsible practices by our suppliers globally. We are committed to doing business with firms that align with our values and adhere to our policy standards.

Governance

Copia operates within a framework of policies, procedures, principles and practices that are subject to ongoing review. Copia's senior management team is responsible for reviewing and overseeing corporate responsibility policies and programs and review these on a regular basis.