



4Sight Holdings Limited
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Environmental, Social and Governance Policy

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A. PURPOSE

The purpose of this policy is to provide a systematic framework for environmental, social and governance (ESG) commitments and to promote sustainability.

B. POLICY STATEMENT

This policy adopts the King IV™ 'apply and explain' mindful application of the code reinforcing the notion that good corporate governance is a holistic and interrelated set of arrangements to be understood and implemented in an integrated manner.

4Sight is committed to adopting ESG responsible practices by:

- ensuring compliance with relevant legal and other requirements;
- improving its policies and practices continually to adapt to the dynamic environment in which it operates;
- minimising the generation of waste and the responsible handling of any waste generated;
- preventing pollution as far as practically possible; and
- fostering sustainability.

4Sight aims to address these commitments where reasonable and practical in a financially viable manner.

4Sight's Board committees play an important role in the governance process of this policy as set out in the Terms of Reference of each committee.

C. REMAINING COMPETITIVE IN A CHANGING WORLD

4Sight acknowledges that its various operations may potentially impact, the environment and community. 4Sight is committed to supporting communities and caring about the world. It is ingrained into 4Sight's culture and is central to how the business is run every day. 4Sight will continue to bring together the power of its people, its technologies, and its innovation to show up in times of need, address inequalities, protect the planet, and create more inclusive opportunities for people to thrive.

D. EXCEEDING LEGAL COMPLIANCE

4Sight will at all times and in all jurisdictions identify, understand, meet and, where possible, exceed ESG regulatory requirements, as well as all other industry requirements to which 4Sight subscribes, including the corporate environmental reporting requirements of King IV. 4Sight will meet this policy objective through the implementation of the measures and programmes outlined in this policy.

E. APPROACH

4Sight has established internal processes for monitoring, auditing and reporting on ESG performance, and embedding ESG in corporate reporting and stakeholder engagement processes.

F. PERFORMANCE GOALS

4Sight's ESG performance will be tracked through setting and achieving measurable objectives that address the significant ESG aspects and impacts of 4Sight's operations.

We are working toward enterprise goals to engage employees, reduce environmental impacts across our entire value chain, and help achieve our purpose to power an inclusive future for all.

Governance

- Board diversity – the 4Sight Board consists of engaged directors and non-exec independent directors, who have a strong sense of integrity and respect for differing viewpoints. Our Board is a diverse group of candidates who possess the requisite judgment, background, skill, expertise and time, as well as diversity with respect to race, ethnicity and gender, to strengthen and increase the overall diversity, breadth of skills and qualifications of the Board.
- The 4Sight Board has adopted a holistic and integrated approach to fulfilling its oversight responsibilities. Each of our Executive and Non-Executive Directors has skills or experience in one or more aspects of ESG, including business ethics and compliance; corporate social responsibility; cybersecurity, data protection and privacy; digital inclusion; environmental sustainability, including renewable energy; governance; network reliability and resilience; regulatory and policy trends; risk management; and talent attraction, retention and development.
- While the Social and Ethics Committee has primary responsibility for overseeing 4Sight's ESG strategy, commitments, stakeholder engagement and reporting, the full Board regularly addresses ESG issues during business operations reviews and strategy discussions. Additionally, each committee of the Board oversees the ESG risks and opportunities that fall under the committee's area of responsibility. The committee chairs provide regular updates to the full Board on the activities of their committees. ESG topics regularly included on committee agendas include:-
 - Audit and Risk Committee
 - Business ethics, including anti-corruption, antitrust and ethical behaviour
 - Financial risks relating to energy management
 - legal and regulatory developments

- Cybersecurity
- Data protection and privacy
- Social and Ethics Committee
 - Business and reputational risk
 - Corporate social responsibility and philanthropic activities
 - ESG priorities, commitments and reporting
 - Human rights
- Remuneration Committee
 - Employee engagement and culture
 - Employee health and safety
 - ESG metrics in incentive compensation
 - Pay equity
 - Talent acquisition and development

Environment

4Sight is dedicated to using natural resources as efficiently as possible, particularly water and energy, and to reduce the unnecessary generation of waste and wastewater. The following eco-efficiency objectives are being considered:

- Water and Wastewater Reduction – to reduce the normalised water consumption and the resulting wastewater effluent through the installation of water storage tanks. Rainwater will be used in evaporative cooling systems, for landscaping irrigation, and for toilet flushing.
- Waste Reduction – to reduce the amount of waste produced through reuse, recycling, composting, and donations diverting operational waste from landfill. The introduction of the hybrid work policy has already reduced the number of employees working in offices, resulting in significantly less waste at our offices.
- Energy Reduction – to reduce normalised electricity consumption in machinery and buildings that are owned and operated by 4Sight. Energy security is top of mind, as such renewable energy alternatives are being investigated to counter the impact of load-shedding and larger climate risk considerations. These initiatives have the potential to offset surplus electricity to the grid, resulting in cost-reduction; to mitigate rising energy costs on cash flows and the bottom line; to avoid power interruptions, load-shedding and maintain production and to contribute to a positive impact on the environment and ease public pressure.
- Smart building technology that uses sensors to monitor and control temperature, lighting, and air quality.



Social

4Sight's purpose to digitally transform businesses takes more than technology; it takes the best people. 4Sight's human capital strategy to create an "All4Us" Team with the skills, potential and inspiration to give 4Sight a competitive edge now and into the future rests on three pillars:

- Attracting and retaining talent – 4Sight strives to be an employer of choice by offering employees competitive total reward packages to care for their financial, physical and emotional well-being
- Recruiting Diverse talent – To accelerate the diversity of our workforce across gender, race, and ethnicity, all members of the Executive Team are required to develop targeted Action Plans for how they will accelerate full-spectrum diversity and sustain high levels of community engagement.
- Promoting a culture of continuous learning – 4Sight employees have access to extensive content that allows for the creation of learning pathways including functional specific pathways to build technical and leadership skills and certification preparation for personal development and business requirements.

G. ENGAGING STAKEHOLDERS

4Sight is committed to increasing stakeholder involvement in its journey towards improved ESG sustainability. Key stakeholders in this regard include 4Sight employees, shareholders, clients and the communities in which it operates. This engagement will allow 4Sight to listen and respond to stakeholder expectations, increasing 4Sight's accountability, improving trust and credibility, and reducing company risk.

In recognition that 4Sight's ESG efforts are only as good as the commitment of its people, 4Sight promotes ESG awareness and responsibility through training and awareness programmes at all levels of the organisation.

H. MAINTAINING A CULTURE OF RESPONSIBILITY

The 4Sight Executive, under the leadership of the CEO, take responsibility for its implementation.