

EXPRESS KENYA PLC.

Corporate Social Responsibility Policy

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1. Introduction

Express Kenya PLC seeks to be a good corporate citizen in all aspects of its operation and activities. To this end, the Company has formulated this policy to guide its Board of directors, staff and other stakeholders on how to give back to the community. The policy reiterates the Company's commitment to be socially and economically responsible.

For an organization to achieve its CSR goals and objectives, it is important to have a CSR Policy in place. The Company through its CSR initiatives will continue to enhance value and promote social/environmental sustainability, and social welfare of the society at large, more specifically the deprived and underprivileged persons.

As an organization, we believe that sustained economic growth cannot be achieved without social progress and the well-being of local communities. It is our responsibility to undertake CSR with the aim of benefiting those residing in regions of our operations.

In line with the aforesaid CSR philosophy, we have designed this CSR Policy keeping in consideration the critical societal needs.

2. Purpose

The purpose of this policy is:

- i. To ensure staff are fully informed of all relevant Company CSR activities, to enable them to effectively support the strategic direction of the Company.
- ii. To ensure all staff are aware of their responsibility of maintaining good corporate image, as a socially and environmentally responsible entity.
- iii. To provide easy access to essential, useful and engaging information for staff on the Company's CSR activities.

3. Scope

This Policy applies to Express Kenya PLC and its Subsidiaries and it shall bind both the Board of Directors and staff on issues of CSR.

The Policy shall apply to all activities which are not ordinarily the core business of the Company, which involves expending public resources in aid of the society and the environment around which the Company operates.

4. CSR Implementation Strategy

The Company shall focus on the following areas:

i) Environmental Conservation

The Company remains committed to environmental conservation and sustainability. In this regard the Company will take part in various activities aimed at protecting the

ecosystem such as tree planting, donation of tree seedlings, environmental clean-ups, beautification, landscaping of select areas among others.

This will be done either, individually or in collaboration with like-minded institutions like the Kenya Wildlife Service and Kenya Forest Services.

ii) **Social Uplifting**

The Company may also focus on initiatives to uplift needy members of society and will undertake the following activities, subject to availability of funds:

- i. Distribution of food and clothing to eradicate malnutrition and improve healthcare.
- ii. Establishment, running and maintenance support to orphanages and care centres for the old in society.

5. Funding

The Board of Directors shall set aside an amount in its annual budget from time to time to support CSR activities.

6. Administration of the CSR

a) **The Board of Directors**

The Board is the highest authority in the Company which is charged with the duty of policy formulation.

The Board shall ensure that the required budget for the CSR activities is allocated and disbursed on time.

The Board shall also oversee implementation of the CSR strategy.

b) **CSR Committee**

There shall be established a CSR Committee of the Executive management which will consist of the CEO and four (4) members of senior management appointed by the CEO.

The Committee will be tasked with the responsibility of identifying annual CSR activities, crafting the budget for approval by the Board, overseeing the execution and resource mobilisation for the selected activities.

7. Implementation, Monitoring and Evaluation

The policy takes effect on the date it is approved by the Board of Directors of the Company.

The CSR Committee shall conduct monitoring and evaluation of the effectiveness of this policy by undertaking regular check on implementation of the policy and propose potential areas for review.

8. Approval

Approved by a Board Resolution dated: 15th March 2024.



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BOARD CHAIRMAN

