

HUMAN RIGHTS POLICY

Protecting Dignity Across Our Operations and Supply Chain

MNT GROUP LIMITED - Human Resources Department

MNT-HR-HRP-001 - Version 1.0 - Approved by the Board of Directors / Partners

"DIGNITY AND RESPECT FOR EVERYONE"

MNT Group Limited regards respect for human rights as fundamental to responsible business and inseparable from our core values. As an electrical trading and contracting group operating across Tanzania and the wider region, we are determined that our activities never adversely affect the rights of our employees, contractors, clients, supply chain partners, or the communities we serve. This policy formalises that commitment and the standards we hold ourselves and our partners to.

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1 POLICY INTRODUCTION

MNT Group Limited recognises that respecting human rights is central to responsible business practice and integral to our core values. As an electrical trading and contracting group operating in Tanzania, we hold ourselves accountable for ensuring that our business activities do not adversely affect the human rights of our employees, contractors, clients, supply chain partners, or the communities in which we work.

Through this Human Rights Policy, MNT Group formalises its commitment to respect and promote human rights throughout every operation across our five divisions: MNT Energy, MNT Electrics, MNT Contracting, MNT General Trading and MNT Consulting.

1.1 International References

In shaping this policy, MNT Group grounds its approach in the following internationally recognised frameworks:

- The Universal Declaration of Human Rights
- The International Covenant on Civil and Political Rights
- The International Covenant on Economic, Social and Cultural Rights
- The eight core Conventions of the International Labour Organization (ILO)
- The ILO Declaration on Fundamental Principles and Rights at Work
- The UN Guiding Principles on Business and Human Rights (Ruggie Principles)

■ The African Charter on Human and Peoples' Rights

MNT Group is committed to respecting these international standards across all its operations. Where Tanzanian law provides greater protection, the higher standard shall always apply.

1.2 Purpose and Applicability

This policy defines MNT Group's commitments to human rights and establishes the rules that govern our daily operations. It applies directly to all activities of MNT Group, all divisions, and every employee, partner, director, manager, contractor, subcontractor, and supplier.

This policy represents a minimum standard. Where local legislation or client requirements set higher standards, MNT Group shall comply with those higher standards.

POLICY COMMITMENTS

2.1 Employees

Every action taken by MNT Group and its employees shall respect the human rights and civil liberties of each individual. Our commitments to our people rest on the principles set out below.

Equal Opportunities

MNT Group promotes a workplace where all individuals are treated equally and on their merits. We ensure fairness in every aspect of employment, including hiring, training, performance evaluation, compensation, benefits, and termination.

Non-Discrimination

MNT Group managers are responsible for maintaining an environment free from every form of discrimination and personal harassment, at all levels of the organisation.

IMPORTANT

Discrimination or harassment on the basis of race, tribe, nationality, ethnic origin, gender, age, marital status, sexual orientation, religion, political opinion or affiliation, disability, pregnancy, HIV/AIDS status, or any other personal, physical, or social condition is strictly prohibited and will not be tolerated under any circumstances.

Anti-Harassment

MNT Group is committed to a safe environment free from harassment of any kind, including sexual harassment, and operates a zero-tolerance policy. All incidents are treated seriously, investigated promptly, and met with appropriate disciplinary action against those found responsible, up to and including termination. Further detail is set out in the Anti-Harassment and Equal Opportunity Policy (MNT-HR-EO-001).

Safety at Work

MNT Group is committed to a safe and healthy working environment for all employees, with particular attention to the hazards inherent in electrical trading, installation, and contracting work. We continually strengthen our risk-prevention measures and comply fully with the Occupational Safety and Health Act (OSHA), 2003 and all applicable Tanzanian workplace safety regulations. Further detail is set out in the Health and Safety Policy (MNT-HR-HS-001).

Freedom of Association

MNT Group respects the right of employees to form or join trade unions and labour organisations in accordance with the Employment and Labour Relations Act, 2004. Employees are protected against anti-union discrimination, and the Company supports good-faith collective bargaining where applicable.

Eradication of Child Labour

IMPORTANT

MNT Group strictly prohibits the employment of any person below the minimum legal working age as defined by Tanzanian law (the Employment and Labour Relations Act, 2004 and the Law of the Child Act, 2009). No person under 18 years of age shall be employed in any hazardous work, including electrical installation, contracting, or field work. This prohibition extends to all subcontractors, suppliers, and business partners.

Eradication of Forced Labour

IMPORTANT

MNT Group prohibits forced, compulsory, or bonded labour under any circumstances across all operations. All employees shall enter employment voluntarily and freely, on clearly specified terms and conditions. The confiscation of personal documents, wage punishments, and any form of coercion or intimidation are strictly forbidden.

Fair Wages and Working Conditions

MNT Group is committed to paying fair wages that meet or exceed the minimum wage requirements set by Tanzanian Wage Orders. Working hours shall not exceed the statutory maximum of 45 hours per week, and overtime shall be compensated at the legally mandated rates (1.5x for regular overtime and 2x for public holidays), as required by the Employment and Labour Relations Act, 2004.

Data Privacy

MNT Group is committed to protecting the personal information of all employees and stakeholders. Employee personal data shall be collected, processed, and stored in accordance with applicable Tanzanian data protection requirements and used only for legitimate business purposes.

2.2 Customers and Suppliers

MNT Group is committed to delivering professional, high-quality services to all customers across our electrical trading and contracting divisions, maintaining relationships built on transparency, integrity, and non-discrimination.

We regard our suppliers, contractors, and subcontractors as essential partners. MNT Group actively promotes its human rights commitments among all business partners and encourages their adherence through appropriate contractual clauses. Supplier selection is conducted impartially, applying both financial and ethical criteria.

2.3 Community

MNT Group is committed to being a responsible corporate citizen in the communities where we operate across Tanzania. Our community commitments include:

- Minimising any negative social or environmental impacts of our electrical contracting projects
- Respecting the rights, culture, and livelihoods of local communities affected by our operations
- Engaging transparently with community stakeholders regarding project impacts
- Contributing positively to local economic development through employment and training opportunities
- Respecting indigenous land rights and cultural heritage in project planning and execution

2.4 Environment

MNT Group recognises its responsibility to minimise the environmental impact of its operations. We are committed to the responsible disposal of electrical waste and hazardous materials, compliance with Tanzanian environmental regulations, and the continuous improvement of our environmental practices.



ELECTRICAL INDUSTRY SPECIFIC COMMITMENTS

Given the nature of MNT Group's work in the electrical industry, the following specific human rights considerations apply.

3.1 Electrical Worker Safety Rights

Every worker engaged in electrical installation, maintenance, and contracting work has the right to a safe working environment. This includes proper personal protective equipment (PPE), the implementation of Lock-Out / Tag-Out (LOTO) procedures, safe working distances from overhead power lines, and the right to refuse unsafe work without fear of retaliation.

3.2 Subcontractor Workers' Rights

MNT Group recognises that subcontractor workers engaged on our projects hold the same fundamental human rights as our direct employees. We require all subcontractors to adhere to minimum standards of worker treatment, safety, and fair compensation as a condition of working with MNT Group.

3.3 Training and Competency Rights

Every worker has the right to adequate training and competency verification before being assigned to electrical work. MNT Group shall ensure that no worker is required to perform electrical work beyond their qualification and licensing level as defined by EWURA and applicable Tanzanian regulations.

4 MONITORING AND REPORTING

MNT Group management, working with the relevant departments, is responsible for carrying out due diligence to understand and assess human rights risks across our operations and supply chain. MNT Group promotes human rights awareness by:

- Developing training initiatives in human rights, ethics, and integrity for all employees
- Encouraging suppliers, contractors, and partners to formalise their commitment to human rights
- Including human rights clauses in contracts with subcontractors and suppliers
- Establishing accessible communication channels for any employee to raise human rights concerns
- Maintaining the confidentiality of complaints at all times

5 DISCIPLINE, GRIEVANCE, AND REMEDIATION

Violations of this policy may result in disciplinary action up to and including termination of employment or partnership, in accordance with the MNT Group Disciplinary Procedure (MNT-HR-DP-001) and applicable Tanzanian labour law.

Any employee who identifies or becomes aware of a potential violation of this policy is required to report it through the channels established in the MNT Group Whistleblowing Policy (MNT-HR-WB-001). All reports are investigated promptly and confidentially.

Where MNT Group identifies that its activities have caused or contributed to an adverse human rights impact, the Company is committed to providing, or cooperating in, appropriate remediation.

6 POLICY REVIEW

This policy shall be reviewed annually, and whenever otherwise necessary, to reflect changes in legislation, international standards, or organisational structure.

DOCUMENT CONTROL

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NOTE

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