

MNT GROUP LIMITED

HUMAN RIGHTS POLICY

“We commit to protecting and upholding human rights within our operations, across our supply chain, and in every community where we work.”

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1. POLICY INTRODUCTION

MNT Group Limited recognizes that respect for human rights is fundamental to responsible business practice and is integral to our core values. As an electrical trading and contracting group operating in Tanzania, we have a responsibility to ensure 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 operate.

Through this Human Rights Policy, MNT Group formalizes our commitment to respect and promote human rights throughout all operations across our seven divisions: MNT Energy, MNT Electrics, MNT Contracting, MNT Trading, MNT Solutions, MNT Consulting, and MNT Mastery.

1.1 International References

In defining this policy, MNT Group bases its approach on the following international 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 in all its operations. Where Tanzanian law provides greater protection, the higher standard shall apply.

1.2 Purpose and Applicability

This policy defines MNT Group's commitments toward human rights and establishes the rules applicable to our daily operations. It applies directly to all activities of MNT Group, all divisions, and all employees, partners, directors, managers, contractors, subcontractors, and suppliers.

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

2. POLICY COMMITMENTS

2.1 Employees

All actions taken by MNT Group and its employees shall respect the human rights and civil liberties of every individual. Our commitment to employees is based on the following principles:

Equal Opportunities

MNT Group promotes a work environment where all individuals are treated equally. We ensure fairness in all aspects of employment including hiring, training, performance evaluation, compensation, benefits, and termination. Discrimination based on race, tribe, gender, religion, age, disability, marital status, political affiliation, pregnancy, HIV/AIDS status, or any other personal characteristic is prohibited.

Non-Discrimination

MNT Group managers must maintain an environment free from all forms of discrimination and personal harassment. No form of discrimination based on race, nationality, ethnic origin, age, gender, marital status, sexual orientation, religion, political opinion, disability, or any other personal, physical, or social condition is tolerated.

Anti-Harassment

MNT Group is committed to providing a safe environment free from harassment of any kind, including sexual harassment. We operate a zero-tolerance policy for harassment in the workplace. All incidents are treated seriously, investigated promptly, and appropriate disciplinary action is taken against those found responsible, up to and including termination. For further details, see the Anti-Harassment and Equal Opportunity Policy (MNT-HR-EO-001).

Safety at Work

MNT Group is committed to providing 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 update our risk prevention measures and strictly comply with the Occupational Safety and Health Act (OSHA), 2003 and all applicable Tanzanian workplace safety regulations. For further details, see 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 labor organizations 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 Labor

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 Labor

MNT Group prohibits forced, compulsory, or bonded labor under any circumstances across all operations. All employees shall enter into employment voluntarily and freely, with clearly specified terms and conditions in their employment contracts. The confiscation of personal documents, wage punishments, or any form of coercion or intimidation is strictly forbidden.

Fair Wages and Working Conditions

MNT Group is committed to paying fair wages that meet or exceed the minimum wage requirements established 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, 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, quality services to all customers across our electrical trading and contracting divisions. We maintain customer relationships based on principles of transparency, integrity, and non-discrimination.

We consider our suppliers, contractors, and subcontractors as essential partners. MNT Group promotes the dissemination of our human rights commitments among all business partners and encourages their adherence through appropriate contractual clauses. Supplier selection shall be 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:

- Minimizing 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 recognizes its responsibility to minimize the environmental impact of its operations. We are committed to responsible disposal of electrical waste and hazardous materials, compliance with Tanzanian environmental regulations, and continuous improvement of our environmental practices.

3. ELECTRICAL INDUSTRY SPECIFIC COMMITMENTS

Given MNT Group's operations in the electrical industry, the following specific human rights considerations apply:

3.1 Electrical Worker Safety Rights

All workers engaged in electrical installation, maintenance, and contracting work have the right to a safe working environment. This includes proper personal protective equipment (PPE), 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 recognizes that subcontractor workers engaged on our projects have 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 conditions of working with MNT Group.

3.3 Training and Competency Rights

All workers have 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, in collaboration with relevant departments, shall be responsible for carrying out due diligence to understand and assess human rights risks across our operations and supply chain. MNT Group will promote human rights awareness through:

- Developing training initiatives in human rights, ethics, and integrity for all employees
- Encouraging suppliers, contractors, and partners to formalize 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 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 labor law.

Any employee who has identified or become 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 will be 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/or when deemed necessary to reflect changes in legislation, international standards, or organizational structure.

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— END OF HUMAN RIGHTS POLICY —
For questions about this policy, contact info@mntgroup.net