



WIGTON WINDFARM LIMITED

CORPORATE SOCIAL RESPONSIBILITY POLICY

November, 2021

1. **Policy Statement**

Wigton Windfarm Limited (“Wigton” or the “Company”) was established in April 2000 under the Companies Act of Jamaica as a subsidiary of the Petroleum Corporation of Jamaica (PCJ), which was the Government of Jamaica (GOJ) entity with responsibility for energy security. Wigton was mandated to develop and operate renewable energy systems on a utility scale to supply electricity to the national grid.

In 2017 the GOJ took the decision to divest Wigton via an initial public offering on the Jamaica Stock Exchange (JSE). This exercise was successfully completed in May 2019. As a listed company on the main market of the JSE, Wigton has transitioned from a public sector entity to a private sector company governed by the JSE Rules.

Wigton is committed to ensuring that its business undertakings are conducted in an ethical manner and facilitate a positive social and environmental impact on our stakeholders. It is in this regard that the Board of Directors of Wigton has approved the Corporate Social Responsibility Policy (hereinafter referred to as “the Policy”).

2. **Scope**

The provisions of this Policy shall apply to all directors, officers and employees of the Company. The Company also encourages all stakeholders and suppliers to act in accordance with this Policy’s provisions where it is reasonably possible to do so.

3. **Overview of Policy**

Wigton will:

- Comply with all relevant acts, regulations and guidelines that govern the Company and its operations;
- Honour all its internal policies and procedures;
- Ensure that all business operations are legitimate, open and transparent;
- Ensure that it maintains a work environment which complies with best practices in relation to the safety of its employees and visitors;
- Maintain positive stakeholder relations;
- Provide support and engage in volunteerism in the best interest of its stakeholders; and
- Continue to contribute and play an important role in the transition towards a sustainable planet.

4. **Relations with Stakeholders**

Wigton will continue to build strong relations with its stakeholders by providing them with a range of opportunities and mediums through which they can express their interests and concerns. All parties are dealt with honestly and fairly and the Company will endeavour to maintain transparency and accountability in all its relations.

As a major corporate player in the renewable energy industry, Wigton also aims to establish membership in corporate and industry related organizations and is currently a member of a number of organizations committed to the promotion of corporate best practices and ethical considerations.

5. **Employee Wellbeing and Development**

Wigton treats all its employees with dignity, fairness and respect and actively invests in the learning and development of its employees.

As the Company will not compromise the health and safety of its employees, Wigton strives to promote a work environment that encourages safety, diversity and inclusion. The importance of a healthy work-life balance is also recognised and employees are encouraged to maintain healthy lifestyle practices with emphasis on healthy eating, fitness and stress management.

In keeping with the foregoing, Wigton offers a substantial range of employee benefits and initiatives which are outlined in our Human Resource Manual and other relevant policies and documentation.

6. **Sponsorships and Donations**

Wigton is committed to being a good corporate citizen and is mindful of its responsibility to give back to the community in which it operates. The areas of focus for contribution are education, crime prevention, community development and environmental protection/preservation, as it is believed that the Company's impact will be greatest if the areas and causes supported are highly selective.

A sponsorship is regarded as support to any individual, entity, organization, programme or event which is granted to promote Wigton's image and bolster the awareness and corporate goodwill of Wigton. Donations on the other hand include fundraiser contributions and grants in cash or kind to individuals and charitable entities, organizations, programmes and events.

(a) Sponsorship and Donation Objectives

Wigton's sponsorship and donations must always fulfil one or more of the following objectives:

- (i) Connect with target audiences;
- (ii) Raise public awareness about Wigton;
- (iii) Bolster Wigton as a good corporate citizen;
- (iv) Promote positive attitudes and behaviours regarding Wigton;
- (v) Provide access to key target groups, particularly those that might not necessarily be reached through traditional mass media campaigns;
- (vi) Develop and/or reinforce positive relationships with key stakeholders;
- (vii) Facilitate professional and personal development for employees through participation in various sponsorship and donation related activities;
- (viii) Support the communities in which Wigton operates.

In instances where a request may not necessarily be directly aligned with the areas of focus and the above sponsorship and donation objectives, same may be considered and assessed based on its anticipated impact or significance. In such circumstances, the Managing Director or the Board of Directors may grant approval of the sponsorship or donation request.

(b) Eligibility

Individuals, entities, organizations, programmes or events which are in line with our values, areas of focus, have a high market reach and which provide benefits that may be

leveraged in the Company's marketing initiatives and business relationships will be eligible for sponsorship.

Donations will be made to individuals and charitable entities, organizations, programmes or events which are not inimical to Wigton and which, in many respects, represent the sphere of Wigton's business operations, are within the areas of focus and allow for the Company to derive corporate goodwill.

Wigton will not sponsor or provide donations to individuals, entities, organizations, programmes or events which do not possess a positive track record, have no experience in delivering value to sponsorship partners, and do not allow sufficient time for the assessment and evaluation of sponsorship or donation requests. Wigton will not provide sponsorship or donations where the strictures and practices of good governance will be contravened, the core values, strategic direction and brand attributes of Wigton will not be positively reflected or where there is a reputational risk or a conflict of interest for Wigton.

(c) Evaluation of Sponsorship or Donation Requests

All sponsorship and donation requests, regardless of their point of origination within Wigton, should be submitted to the Managing Director with a copy to the Manager with responsibility for Communications or Corporate Services in writing via hard copy or electronic means. The sponsorship or donation request will then be evaluated by at least three (3) persons and a recommendation submitted to the Managing Director as to whether the sponsorship or donation may be fulfilled having earned a score of not less than 75% in the evaluation, passed the risk assessment and being within the current resources or budgetary allocation of the Company.

7. Environmental Sustainability

Wigton's business interacts directly with the natural environment. As a key player in the renewable energy industry, Wigton operates and promotes clean energy generation. The Company is, therefore, committed and driven to utilising natural resources sustainably and continues to seek ways in which it can further reduce Jamaica's carbon footprint.

Wigton also measures any impact its operations may have on the environment and consistently complies with all applicable environmental laws, permits and guidelines.

8. Policy Owner

The Managing Director is responsible for the implementation, monitoring and compliance with this Policy.

9. Policy Review

This Policy shall be reviewed at least every two (2) years by the Corporate Governance Committee, or as regularly as is required, for the purpose of updating the Policy to reflect changes in best practices and to enhance its effectiveness. Any amendments to the provisions of this Policy must be submitted to the Board of Directors for consideration and approval.

DOCUMENT CONTROL

<i>Version</i>	<i>Date</i>	<i>Date Approved by Board</i>	<i>Area Changes made</i>
1	November 10, 2021	November 10, 2021	N/A

SPONSORSHIP EVALUATION FORM

Name of the individual/organisation requiring support:

Amount requested:

Nature of request:

ORGANISATIONAL DONATION/SPONSORSHIP OBJECTIVES MET (25)		
Raising public awareness about Wigton and/or renewable energy issues (5)		
Improving Community Relations (5)		
Developing and/or reinforcing positive relationships with key stakeholders (5)		
Providing access to key target groups, particularly those that might not necessarily be reached through traditional mass media campaigns (5)		
Facilitating professional and personal development for employees through participation in various sponsorship activities (5)		
	Subtotal (25)	
DONATION/SPONSORSHIP CRITERIA MET (25)		
Will engender public goodwill for Wigton and its work (5)		
Will build or strengthen relations with key stakeholder/s, partner/s or supporter/s (5)		
Will provide access or visibility to critical target group/s (5)		
Will position Wigton as a good corporate citizen (5)		
Will highlight the role and work of Wigton (5)		
	Subtotal (25)	
AREA OF FOCUS (At least One (1) must be identified)		
Education		
Community Development		
Youth Development		
Crime Prevention		
Environmental Protection and Preservation		
	GRAND TOTAL (50)	

Evaluations below seventy-five percent (75%) and in respect of which no area of focus has been identified should not be recommended for approval.

Risk Mitigation: Please select all that apply.

This donation/sponsorship will not:

- Contravene the strictures and practices of good corporate governance or Wigton's Company policies and procedures;
- Fail to reflect the core values, strategic direction and brand attributes of Wigton;
- Present a reputational risk; or
- be considered a conflict of interest for Wigton.

Recommendation: Approved Declined

Conflict of Interest Declaration by Evaluators

By signing below, I declare that I have not accepted any financial reward or other form of inducement with respect to any of my dealings in relation to this Sponsorship/Donation and I am not in any way connected with or have any actual or potential conflict of interest with the individual/s or entity/s requesting this sponsorship/donation nor am I involved with the execution of any of the initiatives, events or activities to be undertaken in relation to this sponsorship/donation.

Evaluated by:

Name	Signature	Date