



ZAYTRO GLOBAL LTD

EMPOWERING COMMUNITIES WITH SUSTAINABLE ENERGY INNOVATION

Workers Code of Conducts

CODE OF CONDUCT FOR CONTRACTOR'S PERSONNEL

1. Introduction

At Zaytro Global Ltd, this Code of Conduct forms part of our measures to identify, prevent, and manage environmental, social, health and safety risks associated with the execution of our services and projects.

For the purpose of this Code, *Contractor's Personnel* refers to all persons engaged by Zaytro Global Ltd in the performance of its contracts, including permanent and temporary staff, labourers, consultants, agents, subcontractors and any other personnel assisting in the execution of works or services at project sites or other locations within the country.

Zaytro Global Ltd is committed to providing a workplace that is safe, respectful, inclusive, and free from unsafe, offensive, abusive, exploitative, or violent behaviour. All personnel are encouraged to raise concerns without fear of intimidation or retaliation.

2. Required Conduct

All Contractor's Personnel engaged by Zaytro Global Ltd shall:

1. Perform their duties competently, honestly, and diligently, in accordance with professional and ethical standards.
2. Comply fully with this Code of Conduct, all applicable national laws and regulations, contractual obligations, and any other relevant policies or requirements.
3. Maintain a safe and healthy working environment by:
 - ensuring that workplaces, machinery, tools, equipment and work processes under their control are safe and pose no risk to health;
 - correctly wearing and using required personal protective equipment (PPE);
 - applying appropriate precautions relating to chemical, physical and biological hazards; and
 - adhering strictly to applicable emergency and safety procedures.
4. Promptly report any work situation that they reasonably believe to be unsafe or unhealthy and remove themselves from any situation that presents an imminent and serious risk to life or health.
5. Treat all persons with dignity and respect, and not engage in discrimination based on gender, age, disability, ethnicity, nationality, religion, marital status, migration status, or any other protected characteristic.

6. Refrain from Sexual Harassment, defined as any unwelcome sexual advance, request for sexual favours, or other verbal, non-verbal, or physical conduct of a sexual nature towards another person.
7. Refrain from Sexual Exploitation, defined as any actual or attempted abuse of a position of vulnerability, power imbalance, or trust for sexual purposes, including but not limited to obtaining financial, social, or political benefit.
8. Refrain from Sexual Abuse, defined as any actual or threatened sexual act carried out through force, coercion, intimidation, or unequal power dynamics.
9. Not engage in any form of sexual activity with individuals under the age of eighteen (18), regardless of consent, except where a lawful, pre-existing marriage is recognised under national law.
10. Participate fully in all mandatory training provided by Zaytro Global Ltd relating to environmental and social standards, occupational health and safety, Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH).
11. Promptly report any suspected or actual violations of this Code of Conduct.
12. Not retaliate against any person who reports a concern, cooperates in an investigation, or uses any grievance or complaints mechanism, whether internal to Zaytro Global Ltd or provided by a client or project authority.

3. Raising Concerns

Any person who observes or experiences behaviour that may constitute a violation of this Code of Conduct is encouraged to report the matter as soon as possible.

Reports may be made through the following channels:

- Directly to Zaytro Global Ltd management or a designated focal person, in writing, by telephone, or in person; or
- Through the company's designated complaints or hotline mechanism, where available.

Reports may be made confidentially or anonymously, where permitted by law. All reports will be treated seriously, sensitively, and discreetly. Investigations will be conducted fairly and promptly, in line with applicable laws and company procedures.

Where appropriate, Zaytro Global Ltd will facilitate referrals to support services for individuals affected by alleged misconduct.

4. Protection Against Retaliation

Zaytro Global Ltd strictly prohibits retaliation against any person who, in good faith, raises a concern or reports a suspected violation of this Code of Conduct. Any act of retaliation will itself be treated as a serious breach of this Code and will attract disciplinary action.

5. Consequences of Violations

Any breach of this Code of Conduct by Contractor's Personnel may result in disciplinary measures, up to and including:

- verbal or written warnings;
- suspension or termination of employment or contract; and
- referral to relevant legal or regulatory authorities, where required by law.

Signed

A handwritten signature in black ink, appearing to read 'fm', with a long horizontal stroke extending to the right.

Dr Fauziya Ado Yakasai
Chief Executive Officer
Zaytro Global Ltd