
	Division	Operations	Document No.	P-ESG-01	Print Date
			Version No.	01	
	Department	Marketing and Communications	Issued Date	October 2022	01 November 2022
	Name of Document	Environmental, Social & Governance Policy	Reviewed Date	0	Page 1 of 7
		Revision No.	0		
Policy Owner	Chief Commercial Officer	Approved by	BOD		



ENVIRONMENT, SOCIAL & GOVERNANCE (ESG) POLICY

BAYPORT SAVINGS AND LOANS PLC

	Division	Operations	Document No.	P-ESG-01	Print Date
			Version No.	01	
	Department	Marketing and Communications	Issued Date	October 2022	01 November 2022
	Name of Document	Environmental, Social & Governance Policy	Reviewed Date	0	
			Revision No.	0	Page 2 of 7
Policy Owner	Chief Commercial Officer		Approved by	BOD	

Document Reference

Revision Record


Version	Date	Summary of Changes	Revision Author
1.0	October 2022	Establishment of Environmental, Social & Governance Policy	Bayport Management Limited
1.1	October 2022	Customisation to Ghana Context	Head, Marketing and Communication; Ag. Head, Risk & Assurance

Distribution

Name	Title
All staff	Bayport Savings and Loans

Management Approval

Name	Position	Signature	Date
Allen Jubin	Chief Operating Officer		
Frank K. Bisiw	Ag. Head, Risk and Assurance		
Candice Owusu Adjei	Head, Marketing and Communications		

	Division	Operations	Document No.	P-ESG-01	Print Date
			Version No.	01	
	Department	Marketing and Communications	Issued Date	October 2022	01 November 2022
	Name of Document	Environmental, Social & Governance Policy	Reviewed Date	0	Page 3 of 7
		Revision No.	0		
Policy Owner	Chief Commercial Officer	Approved by	BOD		

1. Introduction

Bayport Savings and Loans PLC (Bayport) has adopted the Environment, Social & Governance (ESG) Policy (“This Policy”) in line with the guidelines on Sustainable Banking Principles and Sector Guidance Notes issued by Bank of Ghana and further demonstrate our resolve to drive the economic growth in Ghana by providing responsible, inclusive and sustainable financial products.

- a. This policy is hinged on three pillars which are seen as the most critical and actionable areas of influence within the Bayport business, including 1) our business 2) our customer and 3) our people. This Policy describes Bayport’s commitment to sustainability, including mitigating environmental impacts, addressing relevant social issues and maintaining sound governance procedures.
- b. This policy will inform Bayport’s ESG efforts moving forward, which includes but not limited to reporting, disclosures (both material and non-material), business practices, strategies, procedures, board activities, stakeholder engagement, and investor relations.

2. Scope


This Policy will be applied to all activities within Bayport, subject to certain internal criteria as set out in the respective operations’ Environmental and Social Management (ESM) programmes.

3. Purpose

Bayport Savings and Loans PLC recognises that international risk management frameworks, adopted by financial institutions, have promoted convergence around common environmental, social and governance standards for financial services. Bayport has developed this ESG Policy in cognisance of the sustainable guidelines issued by Bank of Ghana and in accordance with internationally recognised ESG principles and standards.

This ESG Policy will aim at:

- a) providing a framework for the setting of the ESG objectives and targets;
- b) integrating environmental and social risks into its internal risk management frameworks;
- c) providing tools to enhance assessment of ESG risks and identify opportunities for transformation and value creation;
- d) providing guidance on application of international environmental, social and governance standards within the businesses environment;
- e) implementing sustainable practices, where feasible, through innovation and the sharing of best practices within the business;
- f) triggering implications of incidents that could lead to negative environmental and social outcomes which is likely to result into business continuity risk, reputational risk and a direct financial impact;
- g) identifying opportunities to enable Bayport to promote environmental sustainability and equitable growth through of products and services;
- h) recognising social impact and affirm our commitment to achieving long term sustainable outcomes, across our operations and in the communities in which we operate; and

	Division	Operations	Document No.	P-ESG-01	Print Date
			Version No.	01	
	Department	Marketing and Communications	Issued Date	October 2022	01 November 2022
	Name of Document	Environmental, Social & Governance Policy	Reviewed Date	0	Page 4 of 7
		Revision No.	0		
Policy Owner	Chief Commercial Officer	Approved by	BOD		

- i) providing an exclusion list to ensure that funds will not be used to finance any activity, production, use, distribution, business or trade listed on the schedule.

4. Institutional Structure of the Environment, Social and Governance Management

The Board has the overall responsibility for the effective operation of this policy and in collaboration with Executive Management has appointed an Environment, Social Governance resource to, inter alia:

- a) drive the implementation of the ESG strategy within Bayport;
- b) promote awareness and assist employees and clients in identifying, mitigating, and managing environmental and social risks;
- c) ensure Bayport adopts and implement robust environmental and social management systems that will enable early identification of risks and impacts and their effective mitigation to safeguard the commitments under this policy;
- d) monitor progress, supervise and assist in the effective implementation of this policy,
- e) coordinate initiatives to maintain consistency in approach and ensuring compliance with the ESG policy and related standards.

The structure, responsibilities, training and capacity building of the team and budgets shall be allocated to ensure that the team is able to perform its functions effectively.

5. The Vision and Statement of Commitment to Environment, Social and Governance


Bayport Savings and Loans PLC endeavours to build a sustainable, equitable, healthy, and diverse communities through a combination of innovative business practises and exemplary ESG performance. This commitment informs every aspect of our business, including how we design and build new projects, manage our operations, collaborate with stakeholders and report progress.

Underpinning our ESG efforts are the following principles:

- a) **Balanced** - We balance economic success with environmental responsibility and the social upliftment of our people and our communities.
- b) **Socially Aware** - We identify and address the environmental and social impacts of our business activities.
- c) **Sustainable** - We prioritise business that enables financial inclusion and sustainable growth.
- d) **Globally Relevant** - We endeavour to adhere to the letter and spirit of internationally recognised ESG principles and standards.
- e) **Governed** - We ground our sustainability strategy in robust governance policies and leadership KPIs.

6. Monitoring

- a. Active participation and engagement at all levels of the business is of immense importance to ensure ownership of ESG by all employees. All employees will be provided with the necessary resources, equipment, information, instruction and training to fulfil the requirements of this policy.

	Division	Operations	Document No.	P-ESG-01	Print Date
			Version No.	01	
	Department	Marketing and Communications	Issued Date	October 2022	01 November 2022
	Name of Document	Environmental, Social & Governance Policy	Reviewed Date	0	
			Revision No.	0	Page 5 of 7
Policy Owner	Chief Commercial Officer		Approved by	BOD	

- b. The operation of this policy and any associated procedures will be monitored and reviewed on a regular basis by the board to ensure that they remain current and applicable to the Group's activities, thereby demonstrating continuous improvement.
- c. This policy has been endorsed by the board of directors, which gives its full support to its implementation.

7. Amendment to Policy

This policy can be changed, modified, revised or can be rescinded completely at any time with appropriate approvals.


This charter was approved by the Board on2022, and is signed on its behalf by:

Chairperson/Director

Date

Company Secretary

Date

	Division	Operations	Document No.	P-ESG-01	Print Date
			Version No.	01	
	Department	Marketing and Communications	Issued Date	October 2022	01 November 2022
	Name of Document	Environmental, Social & Governance Policy	Reviewed Date	0	
			Revision No.	0	Page 6 of 7
Policy Owner	Chief Commercial Officer		Approved by	BOD	

ANNEXURES - EXCLUSION LIST

(According to The European Development Finance Institution (EDFI) "Principles for Responsible Financing," EDFI members have mutually agreed on the following Harmonized EDFI Exclusion List for co-financed projects Harmonized EDFI Exclusion List)

Bayport commits to ensure that funds will not be used to finance any activity, production, use, distribution, business or trade involving:


1. Forced labour¹ or child labour²
2. Activities or materials deemed illegal under host country laws or regulations or international conventions and agreements, or subject to international phase-outs or bans, such as:
 - a) Ozone depleting substances, PCB's (Polychlorinated Biphenyls) and other specific,
 - b) hazardous pharmaceuticals, pesticides/herbicides or chemicals;
 - c) wildlife or products regulated under the Convention on International Trade in
 - d) Endangered Species or Wild Fauna and Flora (CITES); or
 - e) Unsustainable fishing methods (e.g., blast fishing and drift net fishing in the marine environment using nets in excess of 2.5 km in length).
3. Cross-border trade in waste and waste products, unless compliant with the Basel Convention and the underlying regulations.
4. Destruction³ of High Conservation Value areas⁴
5. Radioactive materials⁵ and unbounded asbestos fibres
6. Pornography and/or prostitution
7. Racist and/or anti-democratic media
8. In the event that any of the following products form a substantial part of a project's primary financed business activities⁶
 - a) Alcoholic Beverages (except beer and wine);
 - b) Tobacco;
 - c) Weapons and munitions; or
 - d) Gambling, casinos and equivalent enterprises

¹ Forced labour means all work or service, not voluntarily performed, that is extracted from an individual under threat of force or penalty as defined by ILO conventions.

² Persons may only be employed if they are at least 14 years old, as defined in the ILO Fundamental Human Rights Conventions (Minimum Age Convention C138, Art. 2), unless local legislation specifies compulsory school attendance or the minimum age for working. In such cases the higher age shall apply.

³ Destruction means the (1) elimination or severe diminution of the integrity of an area caused by a major, long-term change in land or water use or (2) modification of a habitat in such a way that the area's ability to maintain its role is lost.

⁴ High Conservation Value (HCV) areas are defined as natural habitats where these values are considered to be of outstanding significance or critical importance (See <http://www.hcvnetwork.org>).

	Division	Operations	Document No.	P-ESG-01	Print Date
			Version No.	01	
	Department	Marketing and Communications	Issued Date	October 2022	01 November 2022
	Name of Document	Environmental, Social & Governance Policy	Reviewed Date	0	Page 7 of 7
		Revision No.	0		
Policy Owner	Chief Commercial Officer	Approved by	BOD		

5 This does not apply to the purchase of medical equipment, quality control (measurement) equipment or any other equipment where the radioactive source is understood to be trivial and/or shielded.

6 For companies, "substantial" means more than 10 % of their consolidated balance sheets or earnings. For financial institutions and investment funds, "substantial" means more than 10% of their underlying portfolio volumes.