



Sustainability Policy

Barko Developments (Pty) Ltd Registration Number: 2004/007079/07

**NHRBC 28199
VAT NO: 475 021 2245**

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1. Purpose and Scope

At Barko Developments (Pty) Ltd (Barko), our primary focus on citrus farming and property letting, we recognise our responsibility to operate sustainably and contribute positively to the environment, society, and economy. This sustainability policy outlines our commitment to implementing practices that minimise our environmental impact, support local communities, and promote economic growth while ensuring the long-term viability of our operations. This policy applies to all employees, officers, directors, and agents of Barko.

2. Environmental Sustainability

We acknowledge the importance of responsible environmental practices within the agricultural and construction sectors:

2.1. Water Management

We actively implement efficient irrigation systems to minimize water usage and reduce wastage. We invest in water conservation techniques such as drip irrigation and rainwater harvesting and monitor water usage closely and implement measures to optimise water efficiency.

2.2. Soil Health and Conservation

We adopt sustainable farming practices such as crop rotation and soil cover cropping to maintain soil health and fertility. We minimise the use of synthetic fertilizers and pesticides, opting for organic alternatives wherever possible and conduct regular soil testing and analysis to ensure optimal nutrient levels and pH balance.

2.3. Biodiversity Conservation

We preserve and protect natural habitats within our farming and property areas. We plant native vegetation to support local biodiversity and ecosystem services and implement measures to minimise habitat destruction and mitigate against potential negative impacts on wildlife.

2.4. Energy Efficiency

We invest in renewable energy sources such as solar power for our farming and property operations. And implement energy-efficient technologies and practices to

reduce overall energy consumption. We conduct regular energy audits to identify areas for improvement and optimise energy usage.

3. Social Responsibility

We aim to make a positive social impact within the agricultural and construction industries:

3.1. Community Engagement

We prioritise to engage with local communities to understand their needs and concerns and support community development initiatives through investments in education, healthcare, and infrastructure. Collaboration with local stakeholders to create shared value and promote social inclusion are advised.

3.2. Labor Practices

We ensure fair wages and safe working conditions for all employees, adhering to relevant labour laws and regulations. We provide training and development opportunities to enhance the skills and capabilities of our workforce and promote diversity and inclusivity within Barko, fostering a culture of respect and equality.

3.3. Supply Chain Management

We source materials and services from suppliers who uphold similar sustainability standards and ethical practices and conduct regular assessments of our supply chain to ensure compliance with environmental and social criteria. We encourage transparency and accountability throughout our supply chain, promoting fair trade and responsible sourcing.

4. Economic Prosperity

We actively support the following:

4.1. Local Economic Development

We prioritise local sourcing and procurement to support small businesses and stimulate economic growth in the region and create employment opportunities for local residents, particularly in rural areas where our operations are based.

Barko fosters entrepreneurship and innovation through partnerships with local stakeholders and organisations.

4.2. Long-Term Viability

We adopt a long-term perspective in our decision-making processes, considering the economic, environmental, and social impacts of our actions. Barko invests in research and development to improve the resilience and sustainability of our farming and property operations and diversify revenue streams to reduce dependency on any single market or product.

5. Continuous Improvement

We are committed to maintaining the following standards:

5.1. Monitoring and Evaluation

We established key performance indicators (KPIs) to measure progress towards sustainability goals. Regular monitor and evaluate our performance against these KPIs, identifying areas for improvement are a priority. We engage stakeholders in the review process to ensure transparency and accountability.

5.2. Innovation and Adaptation

We encourage innovation and creativity among our employees to develop new solutions and practices that enhance sustainability and stay informed about emerging trends and best practices in sustainability, incorporating relevant advancements into our operations. Barko remains flexible and adaptable to changing environmental, social, and economic conditions, adjusting our strategies as needed.

6. Reporting and Transparency

We are committed to transparency and accountability in the agricultural and property sectors:

6.1. Sustainable Reporting

We provide regular sustainability reports, disclosing our environmental and social performance to stakeholders.

6.2. Stakeholder Engagement

We engage with our stakeholders, including clients, employees, regulators, and investors, to ensure transparency and to receive feedback on our sustainability initiatives.

7. Review Date Schedule

DOCUMENT VERSION MANAGEMENT

Version	Drafted by	Date drafted	Approved by	Approval by Forum	Date approved
1	Mr Joe de Wet	25 March 2024	Chairperson of SEC	Board of Directors	15 May 2024

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1	Company Secretary	25 March 2024