

# Summary of Camco policies and strategies

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The primary purpose of this policy brief is to inform our stakeholders about the policies and procedures that regulate Camco and any Investee company (i.e. projects and/or developers) we enter into financing agreements with.

Camco and its Investee companies are required to be compliant with the following:

- Anti-corruption and Integrity Policy
- Environmental and Social Safeguard Policy
- Gender Equality Strategy
- Whistleblowing Policy

In addition, Camco employees and consultants are required to be compliant with the following the company's Code of Conduct.

## Anti-Corruption and Integrity Policy

Camco requires compliance, in letter and spirit, with best practice and relevant laws to prevent corruption, money laundering and the financing of terrorism, including - but not restricted to - the UK Bribery Act 2010 and the UK Money Laundering, Terrorist Financing and Transfer of Funds (Information on the Payer) Regulations 2017. Camco's Anti-Corruption and Integrity Policy stipulates that all those working for Camco (or as applicable, receiving funding from Camco) should take all appropriate measures to prevent and combat fraud and corruption, money-laundering and the financing of terrorism.

## Environmental and Social Safeguard Policy

Camco's Environmental and Social Safeguard Policy ensures that the environmental and social performance of the projects supported by the company are sustainable and of a bankable standard.

The policy incorporates environmental and social considerations into Camco's decision-making to avoid - and where avoidance is impossible, mitigate - adverse impacts to people and the planet within a reasonable time, as well as give due consideration to vulnerable populations, groups, and individuals.

All Camco-supported projects and/or developers are required to not only comply with host country legislation, but also with International Finance Corporation (IFC) Performance Standards for Environmental and Social Sustainability and the sustainability principles advocated by the UN Global Compact, of which Camco is a signatory.

## Gender Equality Strategy

Camco has adopted a twin-track gender strategy. This means that it will firstly mainstream gender equality in its management and operations and, secondly, work with donors to ensure that gender equality is mainstreamed into the design, implementation, monitoring and assessment of all renewable energy initiatives managed by Camco.

Camco has established a Gender Action Plan for its own operations and requires its Investee companies to do the same in accordance with the Environmental and Social Safeguard Policy.

## Whistleblowing Policy

All Camco employees are required and expected to adopt the highest standards of financial and ethical conduct, and all indications of inappropriate behaviour will be investigated thoroughly.

Camco's whistleblowing policy concerns the reporting of suspected wrongdoing or dangers in relation to all Camco activities. This includes, but is not restricted to, bribery, fraud or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment and any breach of legal or professional obligations.

The policy covers all employees and stakeholders, and provides information on how to raise concerns - internally, externally and anonymously - and the support and protection provided to whistleblowers. Whistleblowing hotline details are available at [www.camco.energy/contact](http://www.camco.energy/contact).

## Code of Conduct

Camco is committed to providing a safe working environment and ensuring fair employment practices in line with the company's core values and behaviours and all relevant employment legislation. In turn, Camco requires and expects all company staff (including contractors) to act and behave honestly, ethically and with integrity.

The Code of Conduct provides information and guidance covering conflicts of interest, non-competition, confidentiality, honesty and sustainability.