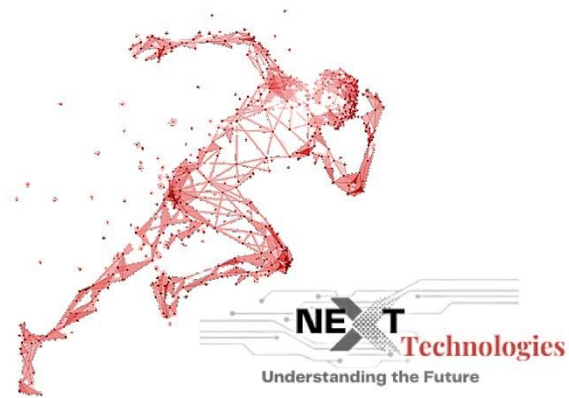


Human Rights - Our Future is Now

HUMAN RIGHTS POLICY



Ruth Katule

1. Introduction

Next Technologies Ltd and its subsidiaries recognize human rights as a fundamental value. It is committed to upholding, protecting and promoting the human rights of its employees as well as people within the communities and sphere of influence within which it operates.

This commitment is enshrined in Next Technologies Ltd Code of Conduct and Business Ethics, by which all Next Technologies Ltd companies are bound.

2. Purpose

The purpose of this policy is to stipulate the Company's' multinational stance in ensuring responsible business practices in upholding human rights within all our operations.

The Company is committed to respect, protect and promote human rights and to avoid complicity in human rights abuses.

This policy sets out the various areas that impact human rights and the perspective of the Company in this regard.

3. Objective

The primary objectives of this policy are:

To provide guidance to employees on the behaviours expected in accordance with the Company's culture and/or values, as set out in the Code of Business Conduct & Ethics;

To promote fair and sound human rights practices within the Company, and;

Give effect to the United Nations Global Compact Principles insofar as it relates to human rights.

4. Definitions

In accordance with the Universal Declaration of Human Rights compiled by the United Nations, "Human rights are rights that belong to an individual or group of individuals as a consequence of being human."

According to the Constitution of Kenya "Human Rights are considered to be inalienable fundamental rights to which a person is inherently entitled simply because s/he is a human being regardless of their nationality, location, language, religion, ethnic origin or any other status."

5. Scope

This policy applies to all employees, contractors, service providers and customers of the Company.

6. References

This policy must be read together with and reinforces the following existing policies of the Company in which human rights are embedded:

- i) Code of Conduct and Business Ethics;
- ii) Safety, Health and Environmental Policy, and;
- iii) Procurement Policy.

The above list is not exhaustive but is illustrative of the fact that various elements of human rights have been interwoven and integrated into the Company policies, practices and standards.

In developing this Policy, we are guided by the principles of the following human rights standards:

The Universal Declaration of Human Rights

UN Declaration on the Rights of Indigenous Peoples

The Constitution of the Republic of Kenya

Legislation pertaining to human rights in the countries where we operate

7. Responsibility

The Human Rights Policy is overseen by the leadership of the Company.

The Executive, Managing Directors and Senior Managers are responsible for ensuring that this policy is implemented and adhered to at each operational workplace and within the various functions and disciplines.

Policy Statement:

Next Technologies Ltd is committed to upholding and promoting human rights in all aspects of our operations, guided by international human rights principles and standards. We

recognize that respecting and protecting human rights is essential to our business success and our responsibility as a corporate citizen.

We strive to integrate these principles into our policies, practices, and decision-making processes.

1. Freedom of Expression:

We respect and uphold the right to freedom of expression for all individuals, including employees, customers, and stakeholders. We encourage open dialogue, diverse perspectives, and the free exchange of ideas within our organization. We prohibit censorship, intimidation, or any form of reprisal against individuals expressing their opinions and ideas.

2. Access to Water and Sanitation:

We acknowledge access to clean water and sanitation as a fundamental human right. We are committed to promoting sustainable water management practices and ensuring access to clean water and sanitation facilities within our operations and surrounding communities. We strive to minimize water consumption, prevent pollution, and contribute to water security and conservation efforts.

3. Gender Equality and Women's Rights:

We are dedicated to promoting gender equality, empowering women, and eliminating discrimination and barriers based on gender. We provide equal opportunities for all employees, regardless of gender, in recruitment, career development, training, and leadership roles. We foster a safe, inclusive, and respectful work environment, free from gender-based discrimination, harassment, or violence. We support initiatives that promote women's rights and gender equality both internally and in the communities where we operate.

4. Non-Discrimination and Equal Opportunities:

We prohibit discrimination based on race, color, religion, national origin, age, disability, sexual orientation, gender identity, or any other protected characteristic. We ensure equal opportunities for all individuals in employment, promotion, and other work-related decisions. We strive to create a diverse and inclusive workforce that reflects the communities we serve.

5. Supplier and Contractor Responsibility:

We expect our suppliers and contractors to adhere to the same human rights standards outlined in this policy. We seek partnerships with organizations that demonstrate a commitment to human rights, including freedom of expression, access to water and sanitation, and gender equality. We conduct due diligence on our supply chains to identify and address any human rights risks or violations.

6. Training and Awareness:

We provide regular training and awareness programs to employees, suppliers, and contractors on human rights principles, including the topics of freedom of expression, access to water and sanitation, and gender equality. We aim to foster a culture of respect for human rights and empower individuals to uphold and promote these rights.

7. Grievance Mechanism:

We maintain a confidential and accessible grievance mechanism for individuals to report any human rights concerns or violations. We investigate reported grievances promptly, impartially, and take appropriate actions to address and remediate any identified issues.

8. Monitoring and Reporting:

We monitor our compliance with this policy and assess our human rights performance regularly. We establish key performance indicators and conduct internal and external audits to ensure our practices align with our commitments. We report on our human rights efforts transparently and seek external verification where applicable.

9. Continuous Improvement:

We are committed to continuously improving our human rights practices. We engage with stakeholders, including employees, customers, suppliers, and communities, to gather feedback, learn from their experiences, and implement necessary improvements. We collaborate with relevant organizations and industry initiatives to promote human rights and share best practices.

This human rights policy reflects our commitment to respecting and promoting the fundamental rights and dignity of all individuals. We strive to be a responsible corporate

citizen, integrating human rights principles into our business strategies, decisions, and relationships.

Signed by:

NEXT TECHNOLOGIES LTD.
P.O. Box 10579 - 00100, NAIROBI
Tel: 020 5292242/020 5291666
Mob: 0725 772 288/0733 772 288
0791 361 614/0791 361 618



DIRECTOR & COO

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DATE