Admaius
CAPITAL PARTNERS

Virunga Africa

Human Rights policy

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www.admaius.com

INTRODUCTION

Admaius Capital Partners ("Admaius" or "the Firm") believes that respect for human rights is central to our purpose of driving sustainable growth and socioeconomic progress across Africa. As a pan-African private equity firm, we recognize our responsibility as an employer, investor, and steward of capital to uphold internationally recognized human rights across our operations, portfolio companies, and value chains.

SCOPE

This Policy applies to Admaius at the GP level and to 100% of our assets under management (AUM). To the extent we have ownership, influence or control, we require portfolio companies to adhere to the same standards of respect for human rights. We also expect suppliers, contractors, and advisors to operate in a manner consistent with this Policy.

STANDARDS USED / REFERNCED

Our commitments are aligned with:

- The International Bill of Human Rights.
- The UN Guiding Principles on Business and Human Rights (UNGPs).
- The International Labour Organization (ILO) Core Labour Standards.
- The IFC Performance Standards and the World Bank Group's EHS Guidelines.
- The UN Principles for Responsible Investment (UN PRI), including support for the PRI Advance initiative on human rights stewardship.

COMMITMENTS

Admaius seeks to (on an ongoing basis):

- Avoid any investment in companies engaged with or linked to child labour, forced labour, modern slavery, or human trafficking.
- Invest in companies that at all times meet applicable labour, health, safety, and human rights laws and regulations in their jurisdictions of operation.
- Promote safe, fair, and inclusive workplaces, free from discrimination, harassment, and exploitation.
- Safeguard the rights and well-being of communities that may be affected by our investments, including supporting access to effective grievance mechanisms.
- Integrate human rights due diligence across our investment lifecycle where appropriate and feasible.

HUMAN RIGHTS AND OUR IMPACT THESIS

Our human rights commitments are directly linked to our impact thesis anchored in two core UN Sustainable Development Goals ("SDG"):

SDG 5: Gender Equality – promoting women's rights, inclusive workplaces, and equal access to economic opportunities and leadership.

SDG 8: Decent Work and Economic Growth – supporting quality employment, safe working conditions, and entrepreneurship that drives local economic development.

In an African context, the intersection of human rights with these SDGs is critical: advancing gender equality and decent work directly addresses systemic barriers to dignity, safety, and opportunity, while ensuring that the continent's demographic growth translates into inclusive and rights-respecting economic progress.

IMPLEMENTATION

- ✓ **Integration**: Human rights considerations are embedded into our Responsible Investment Policy, Environmental and Social Management System (ESMS), and due diligence processes where appropriate.

- ✓ **Stewardship**: To the extent we have ownership and/or control, we support portfolio companies in strengthening their human rights governance, policies, and reporting.

- ✓ **Monitoring**: We look to support companies in identifying and addressing human rights risks on an ongoing basis, including through board level engagement, ESG support, and encouraging grievance mechanisms.

- ✓ **Reporting**: We provide disclosure on areas / indicators linked to human rights (e.g. presence of grievance mechanisms) in our responsible investment reporting, PRI reporting, and LP updates.

- ✓ **Accountability**: The Firm's leadership is ultimately responsible for this Policy, with oversight led by the managing partner in coordination with the investment team.

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CONTACT DETAILS

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