

ENVIRONMENTAL POLICY STATEMENT

As a leading telecommunication service provider, environmental sustainability is extremely important for the SPA Group's business and we are fully committed to continual improvement to enhance our environmental performance, through constant review, in order to provide an effectively controlled environmental management system and service. This Environmental Policy Statement is applicable to all areas of our business and shall be implemented to meet the requirements of the ISO 14001:2015.

IT IS OUR POLICY TO:

- Prevent pollution
- Protect the Environment in all aspects of our business and in particular to significant aspects of our operations, to prevent any adverse environmental effects
- Recycle/reuse materials wherever practical
- Minimise the environmental impact, for the life cycle (including disposal) of all plant, equipment, and other physical assets under our control.
- Comply with legislation regulations & relevant Codes of Practice, at all times as a minimum level of performance.
- Educate and train our employees in environmental issues and the environmental effects of their activities.
- Monitor progress and review environmental performance against target and objectives on a regular basis
- Communicate business environmental aims and objectives to all staff, as well as customers, visitors and external stakeholders.

COMMITMENTS

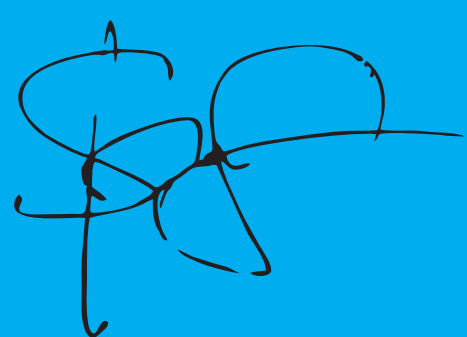
- To continuously improve our environmental standards and performance
- To communicate and deliver according to our strategy, targets and related objectives.
- To continuously work on risk reduction with a view to achieving zero environmental accidents.

SCOPE

This policy applies to the management, employees and contract workers of all entities in the SPA Group's business. The policy also applies to visitors and to situations where the Group's employees or agents are working at external locations.

Our policy is intended to help develop long-term benefits for all employees, our communities and the various stakeholders of our company. Specifically:

- Our environmental policy is appropriate to the purpose and context of the organization, including the nature, scale and environmental impacts of our activities, products and services.
- Provides a framework for setting environmental objectives
- Includes a commitment to the protection of the environment, including prevention of pollution and other specific requirements relevant to the context of the organization.
- Employees and contractors shall comply with all applicable environmental rules and regulations
- Clear lines of communication for all environmental programs and audits are established and maintained.
- All operations are managed in an environmentally-sensitive manner by emphasizing conservation through source reduction, recycling, and the use of renewable resources.
- Employees are trained to respond to environmental situations by taking appropriate action to meet regulatory requirements, and to report immediately any release of hazardous materials to a supervisor or to the Site EHS Coordinator.
- To help assure compliance with state and local environmental laws and regulations, a Site EHS Coordinator regularly monitors and audits environmental performance at each site.



Vincent Amedodzi
Managing Director
April 25, 2020

QUALITY POLICY STATEMENT

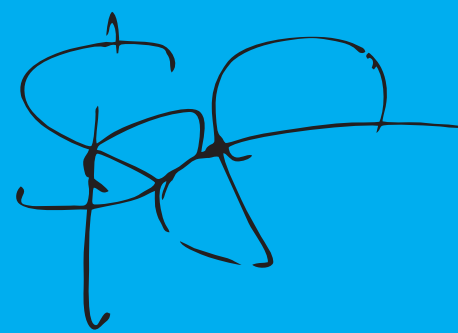
Synergy Professionals is fully committed to our quality policy which is in place to ensure our services fully meet the requirements of our customers at all times. The ultimate responsibility for quality management and continual improvement rests with the Leadership of SPG to successfully drive our Quality Management System (QMS) toward improving customer satisfaction.

In this respect, we hereby confirm our commitment to our QMS through:

- Active Involvement and accountability of Leadership.
- Aligning quality with wider business strategies to enhance and monitor performance.
- Promote the Process Approach throughout our organization.
- Enhancing Customer Satisfaction by identifying risks and opportunities (Risk-based thinking).
- Make commitment to Customer Satisfaction and improvement; key elements in the decision to implement a QMS.
- Setting Measurable Quality Objectives.
- Supporting all personnel to achieve quality in their own spheres of activities.
- Ensuring that the quality policy management principles is effectively communicated and be made available to staff at all times with training being an integral part of this strategy. The Policy shall be available to client and other interested parties.
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- Complying with applicable legal & other requirements related to Quality.
- Delivering quality service and high standards that meets customer requirements and specifications in our field of operations, ensuring that all customer concerns are addressed with service delivery on time and scheduled within the allowed cost parameters.
- Conduct management reviews on internal issues, customer feedback and complaints for continual improvement.
- Commitment of the company to comply with requirements of the ISO 9001:2015 and to improve the effectiveness of the QMS.
- Improve on our commitment to deliver to our customers on time
- To ensure successful implementation of this policy and give staff the understanding to own their specific responsibilities and ensuring the right procedures are followed to meet this requirement.

The Leadership hereby also confirms the support for the policies and procedures set out in the documentation of the quality management system, and urges all employees to conform to their contents.



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Vincent Amedodzi
Managing Director
April 25, 2020

HEALTH & SAFETY POLICY STATEMENT

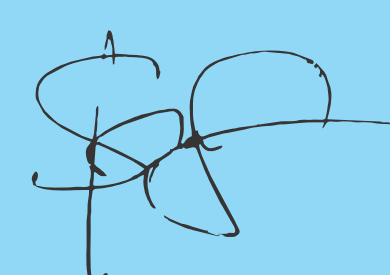
Synergy Professionals Africa Limited is a leading Telecom Infrastructure Engineering and Fiber Network Access provider. Our Occupational Health and Safety Policy applies to all operations both at the regional head office, overseas operations and on transient work sites. The intended outcome of our OH&S management system is to prevent work related injury and ill-health, to improve and enhance the safety and health of its workers and other persons under SPA's control.

To achieve this, SPA shall;

- Establish and maintain an Occupational Health and Safety Management System which satisfies the requirements of ISO 45001:2018 standard, and fulfil legal requirements and other requirements, applicable statutory and regulatory requirements.
- Provide safe and healthy working conditions for the prevention of work-related injury and ill health, that is appropriate to the purpose, size and context of SPG and to the specific nature of our OH&S risks and OH&S opportunities.
- Ensure adequate consultation and participation of all workers, non-managerial staff and worker's representatives on issues relating to occupational health and safety.
- Promote and encourage a positive health and safety culture throughout the organization through the provision of information, training, instruction and supervision.
- Provide sufficient information, instruction, training and supervision as a commitment to eliminate hazards and reduce OH&S risks.
- Make the OH&S Policy available as documented information, thoroughly communicated within SPG and be available to all interested parties, as relevant and appropriate.
- To ensure all employees are aware of their individual occupational Health and Safety obligations, management shall seek the support and co-operation of employees with respect to occupational health and safety.
- To ensure sufficient financial and physical resources are available to meet the objectives of the Occupational Health and Safety Management System, as well as all applicable statutory and regulatory requirements. As the Policy provides a framework for setting OH&S objectives.

SPG shall continually improve its OH&S performance by;

- developing and implementing an OH&S policy and SMART OH&S objectives;
- establishing systematic processes which consider its "context" and which take into account its risks and its opportunities, its legal requirements and the other requirements to which it subscribes;
- determining the hazards and OH&S risks associated with its activities; seeking to eliminate them, or putting in controls to minimize their potential effects;
- establishing operational controls to manage its OH&S risks, and to comply with its applicable legal and the other requirements;
- increasing awareness of its OH&S risks;
- evaluating its OH&S performance and seeking to improve it;
- establishing the necessary competencies;
- developing a positive health and safety culture in the organization;
- ensuring the consultation and participation of the workers.



Mr. Vincent Amedodzi
Managing Director
DATE: August 2020