

SOCIAL POLICY

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May 2026

REV NO.	DATE	DESCRIPTION OF REVISION	REVISED BY	REVIEWED BY	APPROVED BY
Rev00	12/05/2026	First issue	Qusai Alabbassi	Firas Rimawi	Ennis Rimawi

Responsibility

Name	FUNCTION
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Statement of Intent

Catalyst Investment Management (“Catalyst”) recognises that respecting human rights, protecting labour rights, and contributing positively to communities are fundamental to responsible investment, operational resilience, and long-term value creation.

Policy Objectives

This Policy aims to prevent, identify, and address adverse impacts on people associated with Catalyst-managed activities and investments, while promoting fair, safe, and dignified working conditions across Catalyst operations and relevant projects and portfolio companies. It also seeks to strengthen stakeholder engagement, community relations, and access to remedy through effective and trusted grievance mechanisms, and to drive continual improvement in social performance through monitoring, reporting, and corrective action.

Scope of Application

This Policy applies to:

- Catalyst employees and activities under Catalyst’s direct management.
- Contractors, subcontractors, service providers, and suppliers when performing work for and/or on behalf of Catalyst and/or on Catalyst-managed sites.
- Project and portfolio companies to the extent that Catalyst manages, controls, or can influence social performance through governance rights, financing covenants, contractual requirements, and supervision.

All such parties are required to implement environmental management measures in line with:

1. This Policy principles.
2. Applicable national environmental legislation, laws, regulations, permits, and approvals.
3. IFC Performance Standards (PS).
4. International Labour Organization (ILO) core conventions.
5. United Nations Guiding Principles on Business and Human Rights (UNGPs).

Where differences exist between national requirements and international good practice, all related parties will apply the more stringent requirement to the extent permitted by applicable law and contractual arrangements.

Roles and Responsibilities

- Senior Management: Provide leadership, resources, and oversight to implement this Policy and ensure accountability.
- Managers and Supervisors: Identify social risks, ensure compliance, engage workers and stakeholders, and implement corrective actions.
- Employees and Workers: Comply with Policy requirements and report concerns through available channels.
- Contractors/Suppliers: Meet applicable legal requirements and Catalyst expectations, including worker protection and grievance access.
- Project/Portfolio Companies: Implement appropriate social management arrangements consistent with this Policy and applicable legal and lender requirements.

Principles

The following social principles guide the management of Catalyst's own operations and the oversight of Catalyst-managed activities and relevant projects at all phases, where applicable. Implementation is the responsibility of the relevant parties (including contractors, operators, and portfolio companies), with Catalyst exercising oversight consistent with its role, rights, and influence:

Principle 1. Non-Discrimination and Equal Opportunity:

Maintain a workplace free from discrimination, harassment, intimidation, and abuse; promote respectful, inclusive conduct aligned with Catalyst's Code of Conduct.

Principle 2. Fair Employment Terms:

Require that employment relationships are documented and working conditions meet applicable law and reflect good practice where feasible.

Principle 3. Prohibition of Child Labour:

Do not employ child (individual under 18 years old) and apply age-verification and controls appropriate to risk in operations and relevant supply chains.

Principle 4. Prohibition of Forced Labour:

Prohibit forced, bonded, trafficked, or involuntary labour; prevent retention of identity documents, or restriction of movement, or debt bondage.

Principle 5. Worker Health and Safety:

Support safe and healthy working conditions in alignment with Catalyst's Health and Safety Policy, including for contractors and subcontractors.

Principle 6. Worker Grievance Mechanism:

Maintain an accessible and confidential mechanism, with clear procedures, defined timelines, and protection against retaliation, enabling concerns to be raised and addressed in a fair and timely manner.

Principle 7. Community Grievance Mechanism:

Provide a channel for affected communities and stakeholders to raise concerns, receive feedback, and support corrective actions or remedy where adverse impacts occur.

Principle 8. Meaningful Engagement:

Engage with affected stakeholders in transparent manner and proportionate to risk and project context.

Principle 9. Community Impacts:

Prevent or mitigate adverse community impacts (including on vulnerable groups) and strengthen positive outcomes through feasible and locally relevant initiatives.

Principle 10. Responsible Contracting:

Embed relevant social requirements in contracts (including expectations on child/forced labour, worker protections, and grievance access) and apply risk-based screening and oversight.

Principle 11. Corrective Action:

Where non-compliance is identified, require corrective action within defined timeframes and use available leverage, up to and including contract remedies where warranted.

Principle 12. Performance Monitoring:

Track social performance using indicators (e.g., grievances, resolution times, labour compliance findings, incidents of non-compliance, corrective actions).

Principle 13. Incident Management:

Maintain processes to identify, investigate, and address serious social incidents and human-rights related allegations, including escalation to management as appropriate.

Principle 14. Training and Awareness:

Provide awareness and role-based training to employees and relevant contractors on this Policy.

Communication and Implementation

This Policy shall be communicated to all employees and contractors at workplaces in languages understood by workers, made publicly available on Catalyst's website, implemented across Catalyst activities, and reviewed periodically and updated whenever necessary.

Catalyst maintains an external communication and grievance mechanism to enable stakeholders, including affected parties, to raise environmental concerns or complaints. All submissions are handled in a timely, transparent, and non-retaliatory manner.

Detailed requirements referenced in this Policy shall be implemented through site-specific social plans, procedures, and standards consistent with ILO, UNGPs, IFC PS and local laws and regulations.

Compliance with this Policy is a condition of employment and contractual engagement. Failure to comply may result in corrective or disciplinary action, as appropriate.

Ennis Rimawi
Founder and Managing Director

May 12, 2026

