

# DEMERARA ASSOCIATES

## ENTERPRISE AND SUPPLIER DEVELOPMENT (ESD) POLICY

At Demerara Associates, we recognize the socioeconomic importance of proactively developing, supporting, and contributing to the sustainability of Small, Medium, and Micro Enterprises (SMMEs) and enterprises owned by Historically Disadvantaged Persons (HDPs), particularly in the areas where we operate. We use our supply chain to further this transformation imperative, ensuring that SMMEs and HDP-owned enterprises are fully integrated into our business operations.

### OUR GOAL IS TO

- Create meaningful opportunities for transformed businesses to work with Demerara Associates.
- Foster the growth of small enterprises, allowing them to participate in Demerara Associates' supply chain more effectively.
- Improve the lives of the communities we serve.

### OUR EXPECTATIONS OF SUPPLIERS

- Promote ethical corporate practices and avoid corruption or fronting.
- Be ethical and follow all applicable laws, policies, and regulations.
- Employ local community members to promote social cohesion and economic involvement.
- Adhere to commercial commitments.

### OUR ESD PRINCIPLES

- We follow all applicable laws and codes in our domains of operation.
- We offer customized enterprise and supplier development efforts for SMMEs and HDP-owned businesses.
- We promote localization and procurement through set-asides in specific categories.
- Our sub-contracting policy promotes the growth of fence-line SMMEs and HDP-owned enterprises in our operations.
- We oppose anti-competitive behavior among firms.
- Implementing processes and systems to enhance the experience of SMMEs and HDP-owned enterprises with Demerara Associates.

Original Signed by: Rawl Prescott

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Rawl Prescott  
CEO

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