

Recruitment Approach: Operations

This policy outlines Lake Turkana Wind Power's (LTWP, or 'the Company') recruitment approach for the operations phase of the Lake Turkana Wind Power Project (hereinafter 'the Project') and is applicable to all contractors working on the Project.

LTWP aims to recruit and retain the very best employees, whose individual goals are aligned with those of the Company. LTWP will provide personal challenge, professional development and recognition to all its employees on an equal basis.

LTWP's recruitment philosophy is to fill employment opportunities with as many local people as possible, i.e. people from Laisamis Constituency and/or wider Marsabit County. Where a local suitable candidate is unavailable, LTWP will seek to employ a Kenyan national. Finally, if suitable candidates are not available nationally, LTWP will advertise job openings internationally.

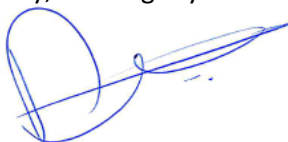
LTWP will ensure that the Project employs more locals than nationals and expatriates combined, and that appropriate levels of training are provided to meet work requirements. At the time of writing in April 2017, 75% of the Project's employees were local. The proportion of expatriate workers is expected to decrease while that of local and national workers is expected to increase during the 20-year operations phase.

LTWP is committed to recruiting and retaining the very best employees whose individual goals are in tandem with those of the Company. LTWP will provide a challenging and career driven environment for all; with support and training given to employees to better themselves and the long-term success of the Project.

Teamwork is imperative at LTWP, thus management is responsible for leading a successful and thriving team and to ensure that all individuals are aware of their roles and responsibilities and the expectations of their duties.

LTWP shall not discriminate any employee, or prospective employee, because of gender, colour, race, ethnicity, national origin, religion, age, marital status, sexual orientation, gender identity and expression, disability, pregnancy and/or political affiliation.

LTWP shall maintain a work environment free from discrimination and one where employees are treated fairly, with dignity and respect.

A handwritten signature in blue ink, appearing to read "Philip Leferink", is written over a horizontal line.

Philip Leferink
General Manager – LTWP

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