



1. Introduction

At Genmin Limited (**Genmin** or the **Company**), social responsibility is embedded in our culture across our organisation and our operations. We care about and are committed to the health and safety of our people, the environment, and the communities in which we operate.

The Board believes that the Company and its subsidiaries' commitment to social responsibility enriches our workforce and our partnerships as it underpins everything we do. Cultivating and practicing social responsibility within our business and across all our activities creates value for Genmin's stakeholders.

The Company has therefore adopted this Social Responsibility Policy (**Policy**) to provide guidelines in relation to its commitment to social responsibility.

2. Purpose

The purpose of this Policy is to create and promote behaviour that generates value for all stakeholders (customers, employees, suppliers, environment, communities, shareholders, and host nations) and a socially responsible culture that is reflected in the development of sustainable mining operations.

Genmin is dedicated to growing a rich company culture underpinned by responsible environmental, social and governance (**ESG**) practices across its operations.

3. Scope

This Policy applies to all directors, officers, employees, contractors, and consultants (**Personnel**) acting on behalf of Genmin. Further, Genmin's approach to the selection of consultants and contractors is to seek to engage those that support and promote the values and goals of this Policy.

4. Our Commitment to Health & Safety

At Genmin, the health and safety of our Personnel and other stakeholders is integral to the way we work. We aim to achieve a zero-harm work place by having a safety culture based on teamwork and leadership to provide an injury and illness free environment.

To achieve this, we are committed to:

- Acting with a sense of urgency to eliminate or effectively control safety and health hazards;
- Performing every job in a safe and healthy manner;
- Creating a workplace culture that embeds safety into all business activities;
- Identifying and eliminating or controlling workplace hazards to protect ourselves and others;
- Holding each other accountable for superior safety and health practices and to provide the leadership and resources needed to achieve this;
- Continuously identify and implement safe and healthy ways to do the job; and
- Comply with all health and safety laws, regulations and stakeholder obligations.

5. Our Commitment to the Environment

We aim to avoid or, where this is not possible, minimise our environmental impacts, while contributing to lasting environmental benefits across the regions where we operate.

To achieve this, we are committed to:

- Comply with all applicable environmental laws, regulations and stakeholder obligations;
- Developing a robust process for the identification, assessment and control of material environmental risks across all phases of our business, from exploration to development, operations and closure;
- Applying proven management practices to prevent pollution or other environmental impacts, when practical, or to mitigate our impacts;
- Engaging with stakeholders to develop a mutual understanding of environmental issues and take their perspectives and knowledge into account in our decision-making;
- Educate our people, their families, and our neighbouring communities about our systems and practices; and
- Pursuing opportunities, such as conservation, to deliver lasting environmental benefits.

6. Our Commitment to Community

The Company is committed to supporting local communities adjacent to its operations by forging positive relationships, open communication and working towards delivering lasting economic wellbeing.

The Company seeks to achieve these goals in line with Gabonese laws and international best practices through:

- Respecting the human rights of all stakeholders with whom we interact;
- Listening to and engaging with host communities in a culturally appropriate, transparent and sensitive manner;
- Considering the values, needs and concerns of the community and working proactively with communities to identify and manage benefits, impacts and obligations;
- A focus on local employment and training with priority employment from villages and towns surrounding, and with a cultural connection to our projects and the provision of training and skills development;
- Collaborating with communities, governments, employees, contractors and other partners to promote sustainable social and economic development;
- Actively assisting with community events with non-cash contributions and participation such as the annual *Independence Day* and *May Day* celebrations;
- Addressing grievances in a fair, timely and consistent manner;
- On a like for like basis, prioritising local procurement of goods and services, and engagement of local contractors where available;
- Leaving a sustainable legacy by working with local stakeholders to develop lasting social and economic wellbeing from our operations; and
- Monitoring, measuring and continually seeking to improve our community relations performance.

The Company also contributes to Gabon's national and local economies through fiscal obligations prescribed in the Mining Code including land tax and future royalty payments in support of the equitable development of local communities.

7. Responsibilities

While Genmin's Board is ultimately responsible for the implementation and monitoring of this Policy, it is the responsibility of all Personnel to comply with this Policy and report violations or suspected violations.

Managers are responsible for understanding their role in promoting social responsibility and implementing policies and procedures effectively and working with staff to integrate the values of social responsibility into employment practices.

All Personnel are responsible for understanding this Policy and incorporating it into their daily work practices.

The Board is responsible for developing measurable objectives and strategies to meet the objectives of the Policy and monitoring the progress of achieving the objectives.




8. Compliance

The consequences for not adhering to this Policy may include disciplinary action, which could result in termination of employment.

Any actual or suspected breach of this Policy should be immediately reported to the Managing Director/CEO and/or Company Secretary. Personnel should consult the Company Secretary if they have any concerns or queries regarding this Policy.

9. Review and Approval

The Board will review this policy at least annually, and update it as required. The Board will also review any measurable objectives it has set in accordance with this policy and its progress towards achieving them.

VERSION	DOCUMENT CATEGORY	PUBLISH DATE	STATUS	OWNER	REVIEWER	APPROVER	APPROVAL DATE
1.01	Board			Company Secretary	Chief Executive Officer	ARMC / Board	
<i>Signatures</i>							11 November 2022