

SAFETY, HEALTH & SUSTAINABILITY POLICY



ERG Africa's mining operations and metallurgical processing facilities may have impact on safety, health, environment and communities. At ERG Africa we are committed to prevent as much as possible and otherwise minimise, mitigate and remediate any potential harmful impacts. Good safety, health, environmental and social responsibility practices are therefore part of our normal business conduct. We operate in a responsible manner to earn the trust and confidence of our employees, contractors, communities, shareholders and other stakeholders.

We hold our managers and supervisors accountable for the safety and environment of all people in their areas of responsibility.

To achieve our vision of ZERO HARM in respect to Safety, Health and Sustainability ERG Africa commits to:



In general

- Operate, maintain and promote a healthy and safe workplace and well-being of the workforce, contractors, and local communities;
- Promote environmental protection and preservation, while minimising the impact of business activities on operational environments;
- Improve SHS performance continuously and fully comply with applicable SHS laws, regulations, internal business practice standards and voluntary commitments;
- Work towards full compliance through applicable good international industrial practice guidelines such as IFC performance standards on environmental and social sustainability, equator principles and relevant SHS sections of OECD guidelines;
- Set objectives and targets that reflect the company vision of ZERO HARM in respect to safety, health, sustainability with a strong commitment to continuous improvement;
- Ensure ERG Africa policies and procedures are communicated to all relevant stakeholders;
- Allocate sufficient resources to ensure responsible management of safety, health and sustainability.



Safety and Occupational Health

- Identify, assess and mitigate all safety and occupational health risks systematically;
- Provide appropriate workplace training to ensure capacity to achieve stated safety and occupational health goals, taking into account scientific knowledge, as well as national and international standards;
- Use modern production technologies across operations to minimise occupational health impacts;
- Improve and promote safety and occupational health performance through transparent reporting, learning from incidents, and implementing corrective actions as appropriate;
- Consult, collaborate and communicate with employees, contractors, community and other relevant stakeholders on matters related to safety and occupational health;
- Ensure contractors and visitors participate in safety and occupational health programs, while managing risks in their areas;
- Ensure all Employees and their dependents have access to medical care;
- Involve employees and contractors in safety and occupational health matters.



Social Responsibility

- Identify, assess and mitigate all social responsibility risks systematically;
- Manage, monitor and control any grievances or issues;
- Respect each peoples' culture and promote effective communication;
- Maintain open and enduring relationships with traditional leaders, community leaders and management;
- Respect the rights of individuals, communities and stakeholders and contribute to social and economic development within local communities;
- Engage and consult proactively with communities where we operate throughout the life of the project;
- Recognise the value of cultural heritage and cultural diversity and protect cultural sites;
- Identify and support the development of sustainable and capacity building social projects within communities, with a focus on education, health and alternative livelihoods;
- Avoid involuntary resettlement, wherever possible but if unavoidable proceed in line with IFC Performance Standards on "Land Acquisition and Involuntary Resettlement".



Environment

- Ensure that environmental aspects, risk and management actions are integrated into business planning and decision making processes internally or by the community;
- Minimise waste generation at source and facilitate repair, reuse and recycling over the disposal of wastes;
- Prevent spill, pollution, disturbance and / or degradation of ecosystems;
- Train employees to meet environmental objectives;
- Improve and promote environmental progress and performance by openly communicating progress and performance in and outside of company operations;
- Strive to enhance environmental awareness and ensure employees make practical environmental contributions through their work;
- Prevent and minimise adverse environmental impacts and progressively rehabilitate areas impacted by mining operations.



Human Rights

- Respect and work in the spirit of the Universal Declaration on Human Rights and Voluntary Principles on Security and Human Rights;
- Maintain a working environment based on integrity, ethical conduct, equal opportunity, and mutual respect;
- Identify, prevent and mitigate potential adverse Human Rights impacts resulting from, caused by, or linked to the business;
- Provide a grievance mechanism for reporting Human Rights incidents by employees and external stakeholders;
- Record, assess and investigate Human Rights incidents;
- Work with private security companies that have comparable standards on Human Rights to ERG Africa and through contractual commitments ensure these standards are met;
- Deliver training to public security personnel on Human Rights and minimum use of force concepts;
- Liaise with government to reduce the risk of potential Human Rights infringements committed by public security personnel.



Artisanal and Small-scale Mining (ASM) on ERG Africa Premises

- Acknowledge the importance of ASM as a livelihood in many countries and recognise that respectful and demarcated co-existence on its non-operational concessions, within the country's legislative frameworks, if possible;
- Mitigate any potential ASM-related risk to ERG Africa through its ASM management system, access control, proactive monitoring and appropriate security actions in accordance with the principles of the Universal Declaration of Human Rights and the Voluntary Principles on Security and Human Rights;
- Work with relevant government authorities to comply with legal requirements when unauthorised ASM activity is occurring on ERG Africa properties;
- Engage with ASM communities and authorities to foster and build long-term relationships for development and conflict de-escalation;
- Aim to contribute to sustainable development through investment in livelihood alternatives to artisanal mining, and the mitigation of negative ASM-related impacts such as child labour and unsafe working conditions;
- Support legitimate initiatives to formalise and legalise ASM activities on legally established Artisanal Exploration Zones and recognise the potential to include minerals from legal ASM into the global supply chain through responsible sourcing programs;
- ERG Africa does not currently purchase material from ASM activities. In the event that ERG Africa would consider purchasing material from legal and responsible ASM activities, it will conduct due diligence and monitoring in accordance with the ERG Suppliers Code of Conduct and Counter Party Due Diligence Procedure, and any such purchases would be disclosed to customers.

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