



SOCIAL RESPONSIBILITY POLICY

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1 PURPOSE

- 1.1 Centamin's Social Responsibility Policy ("Policy") sets out our commitment to social responsibility, encompassing land use, livelihoods and resettlement, community health and safety, cultural heritage, stakeholder engagement, grievance management, and our efforts to create and maintain mutually beneficial and respectful relationships with our host communities.
- 1.2 This Policy reflects our intent to set measurable objectives and targets that will drive continual improvement in social performance, including measures to avoid adverse impacts and enhance opportunities.
- 1.3 This Policy underpins our *purpose*: **Creating opportunity for people through responsible mining**; and reflects our *values*: **Protect, Ownership, Innovate, Educate** and **Passion**.

2 SCOPE AND APPLICATION

- 2.1 This Policy applies to all Centamin activities and representatives, including without limitation:
- (a) directors, employees and any third-party workers, business partners or visitors (collectively, "Responsible Persons") of Centamin's controlled and managed assets; and
 - (b) all sites, all business activities, and all phases of the mine life-cycle encompassing exploration, design, construction, operations, and closure.

3 RESPONSIBILITIES

- 3.1 Our Board of Directors, with technical guidance from the Sustainability Committee, are responsible for providing the strategic direction for effective social management and to review the performance of the Company. The implementation of this Policy is the joint responsibility of the Executive and respective asset-level managers, with the support of Centamin's Corporate Sustainability Team.
- 3.2 All Responsible Persons are required to uphold Company values and have a duty of care to:
- (a) Comply with applicable legal requirements, the Company's policies, management standards and critical hazard controls;
 - (b) Report all hazards, risks and incidents; and
 - (c) Co-operate with co-workers, supervisors and managers on these matters and identify areas for improvement.

4 POLICY STATEMENT

- 4.1 Centamin commits to:
- (a) Maintain a robust social management system to drive continual improvement in the management of work-related hazards, risks, incidents and opportunities.
 - (b) Comply as a minimum with all applicable legal and regulatory social requirements of the countries in which we operate, and where such legislation or requirements are lacking or absent, apply an internationally recognised standard.
 - (c) Regularly assess social risks and impacts that exist across the business and implement risk-based mitigation and monitoring programs to improve performance.
 - (d) Undertake formal social impact assessment commensurate with the scale and scope of the project and for all significant planning decisions and processes. Ensure that these assessments are accessible to affected communities and include plans to avoid, minimize, mitigate or compensate for significant adverse impacts.
 - (e) Set measurable performance targets, including lead and lag indicators, to drive accountability and improve social performance.

- (f) Listen to and engage with stakeholders in order to understand better their interests and concerns and integrate this knowledge into how we do business.
- (g) Establish fair and effective mechanisms through which complaints and grievances related to our activities can be raised, resolved and remedies implemented. We will put in place a grievance procedure at all operations.
- (h) Identify and eliminate or minimise significant risks to the health and safety of local people as a result of our activities. We will develop, maintain and test emergency response plans, ensuring the involvement of potentially affected stakeholders.
- (i) Respect the human rights of our workforce, affected communities and all those people with whom we interact. Our commitments on human rights are detailed in our Human Rights Policy.
- (j) Consult regularly, in good faith and in a culturally appropriate manner with communities affected by our operations on matters of interest to them and take account of their perspectives and concerns. We will be alert to the risk of differential negative impacts to vulnerable or marginalized groups.
- (k) Ensure that the communities associated with our operations are offered meaningful opportunities to benefit from our presence, including through access to jobs and training, procurement opportunities for local business and social investment. Provide capacity building support to improve their access to these opportunities.
- (l) Seek to obtain and sustain the broad-based support of communities affected by our activities through informed consultation and participation.
- (m) Respect the collective and customary rights, culture and connection to the land of Indigenous Peoples. We will work to obtain their free, prior and informed consent where significant adverse impacts may occur as a result of our project activities.
- (n) Seek to preserve cultural heritage from adverse impacts associated with project activities. We will put in place a chance find procedure as relevant to our operations.
- (o) Seek to avoid involuntary resettlement. Where this is unavoidable, proceed on the basis of meaningful consultation with affected communities, the restoration of established livelihoods and the provision of fair and timely compensation. Seek to minimise adverse impacts on displaced persons.
- (p) In determining our project footprint, give meaningful consideration to the land access needs of nearby communities and the importance of integrated land use planning.
- (q) Regularly review our social performance relative to our policies and management standards and implement corrective action plans as appropriate with the aim of continual improvement.
- (r) Publicly communicate our social performance as an integral part of our annual sustainability report.

5 EVALUATION

- 5.1 This Policy will be reviewed and revised annually, to ensure it remains current with business needs. Any changes to the Policy will be presented to the Sustainability Committee for review and the subsequent approval of the Board.
- 5.2 *This Policy was reviewed and approved by the Board on 13 December 2023.*



**Martin Horgan,
Chief Executive Officer
March 2024**