

Community Engagement & Investment Policy

At Kenmare, our actions are informed by our guiding principles: we care, we grow, we excel. We value highly our relationships with our host communities, and we are committed to conducting our activities in a manner that minimises risk and maximises opportunities for local people, our employees, contractors, and the environment. We take a long-term, strategic approach to conducting our business and we ensure that local communities can share in the benefits of our activities.

In line with our guiding principles, we support our host communities by participating in the preservation of their environment, traditions and values. We grow our host communities by assisting in their development and promoting economic and social well-being, in partnership with the Government of Mozambique. Kenmare will only provide support and investment that is legal and ethical under applicable law and that supports a legitimate interest of host communities.

To this end, Kenmare will:

- Ensure that there is a clear understanding within our host communities of Kenmare’s approach to community engagement.
- Consult with our host communities in the early stages of a project and ensure on-going communication throughout the life of the operation.
- Ensure that we respect the cultural heritage of our host communities.
- Assess and manage risks to host communities arising from our operations (including health and safety risks and environmental risks) and raise awareness of them.
- Provide an effective mechanism to collect feedback and record and address complaints or grievances, from host community members.
- Ensure close working relationships with Governmental and Non-Governmental institutions connected with our business at national, provincial and district levels and develop formal communication systems between Kenmare’s site leadership, the Government and our host communities to share views and important information about community-related issues.

Approach

Our engagement strategy ensures a participatory and partnership-based approach. We are committed to engaging continuously, honestly and transparently with our host communities in a culturally appropriate way that enables us to understand our impacts on their lives. We believe in working with host communities to develop strategies to address their concerns and aspirations.

Kenmare has a formal system for identifying local stakeholders. Our host communities comprise of people living in the areas surrounding the mine who are impacted directly by our mining operations and other activities.

For more information about how we engage with our host communities and other stakeholders, please see our Stakeholder Engagement Policy.

Community investment

Kenmare's approach to corporate social responsibility contributes to the Company's success and is part of our social licence to operate. We aim to be a catalyst for positive social and economic change, by funding and implementing community initiatives with sustainable benefits. Kenmare believes that the community should take ownership of Kenmare's initiatives and play an active role in their social and economic development.

Kenmare founded the Kenmare Moma Development Association (KMAD) in 2004 to implement development programmes in the Moma Mine's host communities. KMAD's initiatives have three key focus areas: livelihoods and economic development, healthcare development and education development.

KMAD's community initiatives are formulated through a process of community consultation in order to ensure that they respond to the needs and wants of host communities and are aligned with local and national development plans.

KMAD's community initiatives have the following conditions:

- Beneficiaries must be located within the Moma Mine's host communities.
- Initiatives must be well-planned and organised, with appropriate controls in place (for example, budgets, record-keeping and reporting).
- Community leaders (both political and traditional) must be involved in the project development stage, must have oversight of the initiatives and should publicly endorse them.
- The community must adapt an attitude of genuine partnership and share responsibility for the initiatives.

KMAD publishes an Annual Report on its activities in both Portuguese and English. To view the latest KMAD Annual Report, visit www.kenmareresources.com/sustainability/kmad.

Kenmare evaluates its community engagement and KMAD's community initiatives against this Community Engagement and Investment Policy to ensure they are delivering the targeted outcomes.

All Kenmare and KMAD employees must adhere to Kenmare’s Community Engagement and Investment Policy. We will also provide third-party service providers (including contractors and suppliers) with this Policy and we will ask them to adhere to it.

The Sustainability Committee, and more widely the Board of Directors, has responsibility for overseeing company-wide compliance to the Community Engagement and Investment Policy. Management responsibility lies with members of the executive committee and site leadership.

Effective date: 3 December 2019

Document revision control

Version number	Page number	Change effected	Date of issue
1	All pages	First version	3 December 2019