

Freedom of Association Policy

At Kenmare, our actions are informed by our guiding principles: we care, we grow, we excel. We respect the right of all employees to freedom of association and the right to collective bargaining without interference and free from discrimination.

To this end, Kenmare will:

- Comply with all applicable laws, regulations and collective bargaining agreements.
- Co-operate in good faith with the bodies that our employees collectively choose to represent them (such as trade unions or work councils) within the appropriate national legal frameworks.
- Allow employees to freely elect representatives of their choice.
- Provide facilities to employees' representatives to enable them to carry out their functions promptly and efficiently, in such a way that does not impair the efficient operation of Kenmare's facilities.
- Facilitate employee representatives to consult with management regarding workplace processes through participation in employee forums and cooperation committees.
- Recognise employee representatives and engage in good faith collective bargaining processes with them.
- Ensure that a grievance mechanism, including an independent whistleblowing hotline, is available for receiving and addressing complaints of violations of this policy.

This policy is publicly available to Kenmare's employees and to our other stakeholders.

Kenmare will ensure that all employees understand this Freedom of Association Policy. We will also ensure that third-party service providers (including contractors and suppliers) are aware of our Freedom of Association Policy and we will ask them to adopt similar principles in their activities.

The Freedom of Association Policy is implemented by members of the Executive Committee and site leadership. The Sustainability Committee, and more widely the Board of Directors, has responsibility for overseeing company-wide compliance to this Policy.

This policy was reviewed and approved by the Board of Kenmare Resources plc and is signed by Michael Carvill, Managing Director on behalf of the Board of Kenmare Resources plc.

Michael Carvill

Managing Director

10 December 2021

About Kenmare and scope of policy

Kenmare is an established mining company operating the Moma Titanium Minerals Mine on the north-east coast of Mozambique. This Policy covers the Mine, our Mozambican offices in Nampula and Maputo and our head office in Dublin, Ireland.

We are one of the world's largest producers of mineral sands products, key raw materials ultimately consumed in everyday "quality-of-life" items such as paints, plastics, and ceramic tiles. We mine titanium-rich sands, mainly using dredges that float in artificial ponds, removing 3-5% of ore mined, and separate it into its constituent minerals. We then progressively rehabilitate the mined land before it is handed back to the local community. Once the minerals are separated, we transport our final products to ocean-going vessels from our dedicated port facility.

Document revision control

Version number	Page number	Change effected	Date of issue
V1.0	All pages	First version	3 December 2019
V1.1	2	Added MD signature & company description	25 November 2021
V1.2	3	Amended company description	10 December 2021