



Modern Slavery Statement

At Kenmare, our actions are informed by our guiding principles: we care, we grow, we excel. Kenmare has a zero tolerance to modern slavery and child labour. We are committed to acting ethically and with integrity in all our business dealings and relationships. We expect the same high standards from all our contractors and suppliers. We expect them to adopt the same zero tolerance approach to the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect our suppliers to hold their own suppliers to the same standards.

Introduction

Although Modern Slavery Acts across the globe are relatively new, Kenmare made a commitment as part of our loan agreements in 2004, to uphold the International Labour Organisation's (ILO) Conventions on forced labour, child labour, equal remuneration, discrimination, and freedom of association.

Kenmare has voluntarily developed and published this Modern Slavery Statement. We work to continually assess the extent of this risk and take steps to ensure that modern slavery has no place in Kenmare's business or supply chain.

Overview of who we are and where we operate

Kenmare Resources plc is an Irish incorporated company with a premium listing on the London Stock Exchange and a secondary listing on Euronext Dublin. The principal activity of the Group is the operation of the Moma Titanium Minerals Mine. The Moma Mine is located on the northern coast of Mozambique and is one of the largest producers of mineral sands products, accounting for production of approximately 7% of the global titanium feedstocks and supplying to customers operating in over 15 countries around the globe. The Group's products are key raw materials, ultimately consumed in everyday "quality of life" products such as paints, plastics and ceramic tiles.

In 2020, Kenmare's workforce included 1,505 employees at the Moma Mine and across our offices in Maputo, Nampula, Dublin, London, and Beijing. At year end, our Mozambique operation employed 1,485 staff. Of these, 97% were Mozambican, including 62% from local communities.

What is Modern Slavery and its impact?

Modern Slavery is a term used to encapsulate slavery, servitude and forced or compulsory labour; debt bondage and human trafficking. Child labour is often defined as work that deprives children of their childhood, their potential and their dignity, and is harmful to physical and mental development.

It is estimated that there are approximately 40 million people in modern slavery (Global Slavery Index, 2018). In Mozambique, where the majority of our operations occur, there is estimated to be 152,000 people living in modern slavery. Mozambique is ranked 67 out of 167 on the Global Slavery Index (the lower the number the more prevalent the risk).

Governance

The Board of Directors of Kenmare has ultimate responsibility for the implementation and management of Kenmare's sustainability policies, including issues such as human rights and modern slavery. The Board is supported by a dedicated Sustainability Committee which oversees the management of health, safety, security, social and environmental risks, and facilitates progressive employment practices. The Sustainability Committee has endorsed the following policies to guide our business practices.

Our Human Rights policy embodies Kenmare's commitment to respect human rights in all aspects of our business and treat all our stakeholders fairly and with dignity. Our policy supports the International Bill of Human Rights, including the UN Declaration of Human Rights; the ILO's Fundamental Conventions and Declaration on Fundamental Principles and Rights at Work. It expressly prohibits modern slavery in all its forms and has zero tolerance for child or forced labour, and ensures our security systems, guidelines and practices are consistent with international standards, including the Voluntary Principles on Security and Human Rights (VPSHR).

Whistleblowing process

Kenmare has a whistleblowing policy and procedure in place that provides all Kenmare employees and third-party service providers, as well as any member of the public, with the opportunity to independently and anonymously report conduct that is in contravention of any of our policies. This service is provided in Portuguese and English and, to uphold its independence, is outsourced. This service is widely publicised within the organisation, to suppliers and to our host communities.

All whistleblowing reports are directed to the independent provider's central facility, then sent to Kenmare's Internal Auditor and General Counsel who consider the appropriate next steps. All reports and outcomes are presented to Kenmare's Audit and Risk Committee.

Supply chain

Kenmare's supply chain includes over 600 suppliers of which approximately a third are Mozambique based businesses and two thirds are international. These suppliers and contractors provide a range of materials and services, including plant and equipment supply, repairs and servicing; catering and cleaning; fuel supply, and security. Contractors are required to adhere to, as a minimum, relevant Company policies related to human rights, ethical business practices, environmental and social responsibility, and health and safety standards.

Our strategic sourcing programme aims to support the socio-economic development of Mozambique and the communities in which we operate by developing a sustainable, resilient local supply chain through responsible local procurement.

In 2020, Kenmare sourced 53%, by value, of operating goods and services for the Moma Mine from within Mozambique. Of this, \$13.8m was spent in the Nampula province, where our mine is located. Our total procurement spend in Mozambique during 2020 was \$145.8 million including operating and capital expenditure.

Due diligence & assurance

Currently we are not aware of, nor have been informed of modern slavery or human trafficking issues in our supply chain. We do not consider there to be a risk of slavery or human trafficking in our direct operations.

The following activities are in place to ensure Kenmare meets the commitments set out in our Human Rights, Business Ethics and Whistleblowing Policies, ensuring that modern slavery and human trafficking are not part of Kenmare's business or supply chain:

- A policy awareness programme for all employees was conducted and our policies have been integrated into the new starter induction process;
- Kenmare engaged with Mozambique based suppliers and contractors to verify their commitment to comply with our policies. Contracts have been updated with clauses related to conformance with our policies;
- Kenmare enhanced the onboarding of new Mozambique based suppliers, who are required to complete registration documents and sign a declaration of their commitment to comply with all of Kenmare's policies;
- Depending on the level of risk assigned to a potential supplier, Kenmare representatives visit the supplier's operations for quality assurance purposes; and
- Site audits of Kenmare's five largest national suppliers were conducted in 2020 to assess compliance with Company policies. This is being expanded in 2021 to include all national suppliers.

This statement was reviewed and approved by the Board of Kenmare plc. and is signed by Michael Carvill, Managing Director on behalf of the Board of Kenmare 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	16 August 2021
V1.1	3	Added MD signature	1 September 2021
V1.2	3-4	Added company description	10 December 2021