



Stakeholder Engagement Policy

At Kenmare, our actions are informed by our guiding principles: we care, we grow, we excel. We recognise that stakeholder engagement is an essential part of our business. We are committed to communicating transparently with our stakeholders as we understand that it contributes to the long-term sustainability of our business.

To this end, Kenmare will:

- Engage openly and honestly with our key stakeholders using appropriate communication tools and in a regular and timely manner, having regard to commercial sensitivities. Our stakeholders include employees, third-party service providers (including contractors and suppliers), shareholders and the wider investment community, customers, our host communities, governments, regulators, media and non-governmental organisations.
- Consult and listen to all our stakeholders as appropriate, understand their aspirations, concerns and their views within the context of our decision-making processes.
- Consult with government and local authorities in a manner that is transparent and allows us to share ideas, plans, and opportunities to create shared value while resolving disagreements and misunderstandings in good faith.
- Support and participate in the Extractive Industry Transparency Initiative (EITI). Kenmare representatives have been on Mozambique's EITI co-ordinating committee since its inception in 2009.
- Respond positively and accurately to stakeholder requests for information other than when security, regulatory or commercial sensitivity (including during labour negotiations) prevent us.
- Monitor the effectiveness of our engagement activities.
- Assess our stakeholder engagement performance regularly and incorporate good practices and lessons learnt from inside and outside of the business.

The Stakeholder Engagement 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.

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Document revision control

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1	All pages	First version	3 December 2019