

DUE DILIGENCE POLICY

SOMIKA is a metal mining company that strives to improve occupational health and safety policy. The company aims to prevent all incidents and accidents during its operations in a reasonably practical way and strives to minimize the hazards and implement required control measures associated with the Copper & Cobalt supply chain. We will widely disseminate and incorporate the following policy into contracts and/or agreements with suppliers on responsible sourcing of minerals from our owned mines and treatment units.

Our process is based on Community development; Quality; Health, Safety and environmental standards with our commitment to:



- ♦ Implement a management system that ensures compliance with all national legal requirements, including national obligations under international law.
- ♦ Never to tolerate direct or indirect support to non-state armed groups. We recognise that the role of public or private security forces at operation areas should be solely to maintain the rule of law and protecting the mine site or transportation routes from interference with legitimate extraction and trade.
- ♦ Implement a management system that prohibits and effectively prevents bribery (including facilitation payments), corruption and anti-competitive behaviour.
- ♦ Carry out stakeholder mapping, and to implement an engagement plan, and to establish a grievance mechanism.
- ♦ Promote responsible business practices with significant business partners, including suppliers.
- ♦ Implement a management system that prevents the employment of children under the age, prevents the worst forms of child labour
- ♦ Implement a management system that prevents the use of any forms of forced labour and participation in acts of human trafficking in line with ILO Conventions

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- ♦ Respect employees' rights to freedom of association and to collective bargaining in line with ILO Conventions
- ♦ Prevent and address all forms of harassment and discrimination within operations & stakeholders workplace
- ♦ Continually assess and monitor progress to ensure the implementation of a policy on gender equality within the operations & with external collaboration
- ♦ keep employees' total regular working hours aligned with the national labour Law specification; pay wages that equal or exceed the national minimum wage, the appropriate industry wage
- ♦ Implement an occupational health and safety management system that is in line with internationally accepted best practice frameworks
- ♦ Implement an environmental management system (EMS) functionally equivalent to an internationally recognized EMS standard
- ♦ Implement and quantify energy efficiency improvements and increased use of renewable energy to reduce total energy consumption and/or energy intensity.

- ♦ Implement the mitigation hierarchy to avoid, minimize, reduce and compensate for the adverse impacts of pollution on human health and the environment.
- ♦ Implement the mitigation hierarchy to avoid, minimize, reduce and compensate for adverse impacts on biodiversity
- ♦ Implement a management system to monitor, avoid, minimize, reduce and compensate for adverse impacts on community health and safety.
- ♦ Consultation with affected communities, develop a plan, and commit resources to support community development
- ♦ Implement the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals with high consideration on its Annex II
- ♦ Report Regularly on environmental, social and governance performance in line with internationally recognized standards

SOMIKA Management guarantees to provide all necessary resources to ensure the successful undertaking of this policy, together with our commitment to the development and support of the people and local businesses.

Lubumbashi, 8th January 2022

General Manager/CC