



Konkola Copper Mines Plc

Human Rights Policy

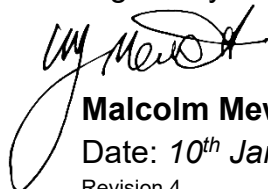
Konkola Copper Mines (KCM) Plc is committed to the principles of sustainable development including protecting human life, health and the environment, promoting social well-being and adding value to the communities in which we operate. Protecting and respecting human dignity is central to our everyday business operations. We conduct our businesses in a fair and equitable manner, meeting our social responsibilities as a direct and indirect employer and respect the human rights of all our stakeholders and the United Nations Declaration on Human Rights.

Konkola Copper Mines Plc shall strive to:

- ◆ Be compliant with labour laws of the country and uphold human rights aligned with international and national regulations as applicable, and when necessary, conduct gap assessment to ensure compliance with United Nations (UN) Principles of Human Rights. Avoid complicity with parties violating principles such as United Nations Declaration on Human Rights, UN Guiding Principles of Business and Human Rights (the "Ruggie Principles"), Universal Declaration of Human Rights (UDHR), and International Labour Organization.
- ◆ Ensure that our employees are fairly and reasonably paid, and the remuneration structure is compliant with statutory obligations. Our operations will be based on zero tolerance for any form of forced, compulsory or child labour directly or through contracted labour.
- ◆ Be an equal opportunity employer and all employees will be treated with respect and dignity and judged solely on their performance irrespective of their race, religion, caste, gender, age, disability, HIV/AIDS status, and any other characteristic.
- ◆ Respect and preserve the culture and heritage of the local communities including socially vulnerable groups which are impacted by our operations and work towards developing a constructive relationship with them, seeking broad-based support for our operations.
- ◆ Respect the social, economic, cultural and human rights of stakeholders and communities, and regularly communicate social performance in an accurate, transparent and timely manner.
- ◆ Engage with the local community to understand their priorities and concerns and informing them of operations that might affect them in an accurate, transparent, culturally appropriate, and timely manner
- ◆ Avoid or minimize risks to and impacts on the health and safety of the local community during the project life cycle from both routine and non-routine circumstances.
- ◆ Work with government agencies to develop a common understanding and agreement to protect human rights in the event of any unforeseen situations. We will ensure protection of our people, equipment and assets.
- ◆ Set targets and objectives to avoid, reduce or mitigate human rights and labour related impacts on people and planet.
- ◆ Recognize and respect employee rights to associate freely and to collective bargaining and improve workforce representation by making it more inclusive and reflecting gender and culture-informed approaches. Respect individuals' privacy and complying with applicable laws on collection, storage, use, retention, transfer, and deletion of personal information.

This policy will be implemented across KCM. The content and robustness of implementation of this policy will be reviewed periodically and revised accordingly. We will also measure progress against this policy and review performance on a periodic basis to ensure ongoing management of human rights.

Signed by:



Malcolm Mewett, COO Konkola Copper Mines.

Date: 10th January, 2025

Revision 4