



Konkola Copper Mines Plc

## Social Performance Policy

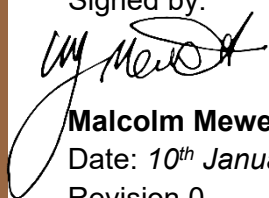
Konkola Copper Mines (KCM) Plc believes in respecting people's culture and heritage by treating them with dignity and care. The Company further believes in promoting, maintaining open and constructive dialogue and good working relationships with employees, local communities, regulatory agencies, business organisations and other interested parties. KCM is committed to protecting human life, health and environment, ensuring social well-being and adding value to the communities. We strive to manage our businesses in a fair and equitable manner meeting all our social responsibilities as a direct and indirect employer and respect the human rights of all our stakeholders.

In line with this, Konkola Copper Mines shall:

- ◆ Comply with, and exceed whenever feasible, the regional, national and local legislative requirements concerning sustainable development, as well as relevant international agreements, in all jurisdictions where we operate.
- ◆ Respect human rights and seek to understand the traditions, cultures, perspectives and development priorities of people, including indigenous peoples with whom we engage.
- ◆ Build trusting and constructive long-term relationships and work in partnership with government, civil society, and development agencies to share knowledge, build capacity and contribute to enduring social and economic outcomes.
- ◆ Support economic development by providing local employment, procurement, and contracting opportunities to local enterprises.
- ◆ Support economic and social development by incorporating resource transformation and social strategies into our planning process to mitigate closure impacts.
- ◆ Implement community developmental solutions, social infrastructure and provide services to local communities to foster economic and social growth.
- ◆ Minimise negative environmental and social impacts by supporting initiatives led by governments and civil bodies related to legal/legitimate artisanal and small-scale mining (ASM).
- ◆ Set targets and objectives to avoid, or minimise, adverse impacts from our business, and foster socioeconomic resilience.
- ◆ Undertake risk and impact assessments to identify and assess social risks associated with our activities throughout the business lifecycle, including closure.
- ◆ Ensure continuous improvements in our social performance through effective management and implementation of action plans in alignment with the industry's best practices.
- ◆ Review performance against policy on a periodic basis to ensure management of social performance as per our objectives including the sharing of good practices throughout the organization and stakeholders.
- ◆ Investigate social incidents to understand causes and contributing factors and take remedial actions to avoid them being repeated.
- ◆ Engage with local, national, and global initiatives, experts and organizations. Support joint efforts by the private and public sectors to foster knowledge, awareness, and participation among relevant stakeholders, including employees, to collectively address sustainable development challenges.
- ◆ Consult and consider the views of interested and affected parties in the planning process and decisions that may affect them. Also, implement systems to seek feedback and grievances.
- ◆ Engage and raise awareness amongst our employees, business partners, supply chain and other stakeholders to enhance their knowledge and understanding of social performance practices.
- ◆ Actively encourage value chain partners and suppliers to align with this policy.

This policy shall 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 social matters.

Signed by:

  
**Malcolm Mewett**, COO Konkola Copper Mines.  
Date: 10<sup>th</sup> January, 2025  
Revision 0