

## **COMMUNITY POLICY (‘THE POLICY’)**

Central Asia Metals plc (‘CAML’, the ‘Company’ or ‘Group’) is committed to creating shared value and delivering clear benefits for the communities in which it operates. The mining industry is capable of creating positive benefits for local communities and host countries via job creation, transparent payment of taxes, use of local suppliers and community investment. This is crucial for the long-term sustainability of operations and for upholding CAML’s responsibilities as a good corporate citizen. CAML strives to provide tangible benefits to local communities, ensuring a positive and lasting impact and in alignment with the United Nations Sustainable Development Goals.

### **Purpose**

The purpose of this Policy is to outline the Group’s commitment to creating value for its communities, and engaging with stakeholders affected by the Group's operations.

### **Scope**

This Policy is valid for all Group companies and subsidiaries in which CAML holds a controlling interest, and applies to all employees and directors.

### **Individual elements of this Community Policy:**

- Comply with relevant laws, statutes and requirements of the countries in which CAML operates. In cases where such legislation or requirements are insufficient or absent, CAML will follow internationally recognised standards.
- Develop and maintain a social management system and mechanisms that align with international standards, such as the International Finance Corporation Performance Standards, to identify, monitor and control social and community-related issues, and in order that complaints and grievances can be raised and addressed.
- Carry out social impact assessments at the start of each project, with regular monitoring and reassessments throughout all phases of the project.
- Regularly review social and community-related risks and implement a risk-based system to eliminate, negate, mitigate or remediate the potential impacts of the business's activities on project-affected people.
- Conduct stakeholder mapping at each of CAML’s operations to identify key stakeholder groups at national, regional and local levels, including those considered vulnerable.
- Ensure meaningful engagement with stakeholders and project-affected people through the implementation of stakeholder engagement plans, starting from the earliest stages of a project and continuing throughout the life of CAML’s operations, to build trust and ensure proactive community engagement.
- Respecting local cultures and community rights and, where possible, aiming to preserve or develop these through our operations.
- Prioritise the employment and capacity building of project-affected people within CAML’s operations while promoting local business opportunities and local procurement.

- Regularly review and update the operations’ emergency response plans and undertake drills with the relevant institutions and project-affected people to ensure the robustness of the response systems and processes.
- Comply with international human rights standards, addressing issues such as labour rights, non-discrimination and community engagement. The Group’s commitments to human rights can be found in CAML’s [Human Rights Policy](#).
- Set aside funds for long-term sustainable development initiatives aimed at benefiting communities associated with CAML’s projects.
- Liaise with national and local authorities, community leaders, non-governmental organisations and any other interested stakeholders to identify and implement long-term sustainable development projects to promote economic growth in the communities in which the Group operates.
- Apply a rigorous approach to data collection and monitoring, set measurable objectives for improvement in social performance, and report progress using relevant sustainability standards.

## **Reporting**

CAML reports its community-related statistics and activities on an ongoing basis through its Sustainability Report and Annual Report. Key performance indicator setting and reporting requirements are discussed and agreed at the Group level, in consultation with the site senior management teams.

## **Communication**

This Policy is published on the Company’s website here: <https://www.centralasiametals.com/corporate-governance/company-policies/> and is made available in local languages in CAML’s offices and at its operations. This policy is also issued to new hires during their onboarding procedure for signature.

Where appropriate, online training videos have been created to provide further training on specific policies.

## **Approval**

CAML’s Board of Directors has ultimate responsibility for the strategic direction of the Group’s approach to community management, supported by the Sustainability Committee and the Chief Executive Officer. CAML’s Senior Sustainability Adviser is responsible for the implementation of this Policy and its day-to-day management.

This Policy has been approved by CAML’s Board of Directors. Progress with regards to environmental initiatives will be reported via the Sustainability Committee, which will oversee compliance with this Policy, to the Board of Directors.

## **Review**

This Policy will be reviewed annually to ensure alignment with business needs. Any changes will be submitted to the Board of Directors for approval.