



ENVIRONMENT & COMMUNITY POLICY

Purpose

The purpose of CSA Mine's Environment & Community Policy is to provide a consistent and structured approach to the management of environmental, community and stakeholder matters across CSA Mine to achieve compliance with applicable regulatory requirements and improve the overall environmental performance.

Scope

This policy applies to all CSA Mine departments, assets, operations and projects. The requirements apply to all workers.

Requirements

The intent of this policy is to ensure:

- Environmental aspects including their associated risks and impacts form the basis for environmental management.
- Significant environmental aspects are an integral part of the planning of the CSA Mine.
- Senior management will provide adequate attention and resources to drive environmental performance.
- CSA Mine will comply with applicable regulatory and non-regulatory environmental requirements.
- CSA Mine will be aligned with Glencore's focus areas to continuously improve our resource efficiency, environmental performance, and to prevent incidents.
- Our business partners comply with our Environmental & Community Policy.
- Our environmental performance is regularly monitored and reported.
- Regular reviews are conducted by senior management to ensure effectiveness of environmental management systems and plans.
- Communities and stakeholders affected by our activities are identified and related risks are assessed.
- Community and stakeholder engagement strategies and associated budgets are developed.
- Community development plans are in place to manage dependency on the asset/operation/project, and to build positive and lasting social and economic benefits.
- Sufficient human resources are budgeted to adequately manage community and stakeholder engagement.
- Adequate communication, consultation and grievance mechanisms are developed and implemented.
- Performance and capital expenditure for engagement strategy are reviewed on a regular basis, and corrective actions are identified and implemented as required.



Deon van der Mescht

General Manager

