

## Social Performance and Community Policy

### INTRODUCTION

Adriatic Metals is committed to active and inclusive consultation and engagement with the communities associated with our operations, and to supporting sustainable local socioeconomic development. We conduct our business responsibly, value strong relationships with local authorities and communities and strive for our activities to respect the dignity and uplift the life chances of local people and to create a positive legacy.

### PRINCIPLES

Adriatic Metals is committed to:

- complying with all applicable legal requirements and other rules, codes and standards to which we subscribe (such adherence will be published on our website);
- engaging openly, honestly, regularly and in a timely manner with the communities impacted by our operations as a platform for dialogue and for understanding stakeholder views;
- respecting and protecting the human rights of community members, and seeking honest and open relationships built on mutual trust;
- establishing and maintaining an accessible and transparent process for community associations and residents to raise concerns and grievances and resolving these in a timely manner;
- respecting the cultural heritage, customs and traditions of the communities impacted by our activities and, where impacts cannot be avoided, working with competent professionals and in consultation with affected communities to assist in the identification and protection of cultural heritage;
- identifying and minimising, mitigating or compensating adverse social and environmental impacts from our operations;
- seeking to minimise economic and physical displacement through our land acquisition as well as conducting thorough engagement with affected landowners, offering adequate compensation and restoring the livelihoods of any displaced persons;
- contributing towards creating shared and sustained value and leaving a positive legacy beyond mine closure;
- building a workforce that is inclusive and representative of the diverse communities that host our activities;

- supporting capacity building and local economic development by training and hiring community members and by purchasing local goods and services, including promoting local business development and supplier opportunities;
- pursuing partnerships with governments, civil society organisations and other stakeholders to leverage synergies in facilitating community development.

## **APPLICATION**

Responsibility for the application of this Policy rests with, but is not limited to, all Company employees and contractors engaged in these activities under the Company's operational control.

Every employee shares a responsibility for compliance with this policy and for dealing respectfully with stakeholders. The Company's managers are responsible for promoting and ensuring compliance with the Policy and any relevant business unit or departmental policies.

## **MONITORING AND REVIEW**

The Board will periodically monitor the content, effectiveness and implementation of this Policy.

Material breaches of this Policy will be reported to the Company's Board of Directors (Board) and the ESG Committee of the Board.

Stakeholders are invited to comment on this Policy and suggest ways in which it may be improved. Comments, suggestions and queries should be addressed to the Board.

**Approved by the Company's Board of Directors on 6<sup>th</sup> November 2020.**

**Adopted by the Company on 9<sup>th</sup> November 2020**