

CORPORATE SOCIAL RESPONSIBILITY

CHARTER

As a Moroccan mining group – with more than 90 years of experience- we are aware of the importance of our responsibilities when it comes to sustainable development. We are committed to exercising our corporate social responsibility in a loyal, tangible way, and by engaging in dialogue with all our stakeholders, from our projects’ design phase, during the exploration, operation or rehabilitation phases of our sites, as well as in our daily management, at all levels.

- **We strive** to integrate progress-related social and human objectives into our projects and industrial processes, for the benefit of our employees and our partners, as well as for the benefit of our neighboring communities, and to share our values, which are the best guarantee for the long-term development of our activities.
- **We conduct** environmental and social impact studies for all our projects, and we give priority to consultation, taking into account the legitimate interests of our stakeholders.
- **We actively contribute** to the energy transition by promoting renewable energy sources, and ensure that we control our water consumption by using innovative processes.
- **We are committed to ensuring** that our infrastructure and operations contribute to the economic and social progress of the living areas and countries where we operate.
- **Our business ethics** are rigorous, and we apply them to all our market transactions and contractual relationships.
- **We respect** fundamental human rights in line with international conventions and agreements, including ILO Conventions 87, 98, 135, 169 and 176, the OECD Guidelines for Multinational Enterprises and those of the United Nations on Business and Human Rights, the ETIE Transparency Principles, as well as the Principles of the General Council of the International Council on Mining & Metals (ICMM).

In accordance with the highest standards, our corporate social responsibility objectives are visible to all our stakeholders and integrated into our training programs; we apply them to our field of activity and, as to the extent possible, within our sphere of influence; they are subject to regular audits by independent third-party experts and give rise to public reporting.

The Managem Group is committed to:

PROTECT THE HEALTH AND SAFETY OF OUR EMPLOYEES

- Continuously improve our occupational health and safety performance;
- Actively prevent occupational diseases and psychosocial risks and develop advanced and certified health and safety systems;
- Ensure employees who have suffered disabling accidents are rehabilitated and reintegrated into appropriate positions.

RESPECT FOR HUMAN RIGHTS

- Respect the fundamental rights of individuals, and prevent all forms of inhuman, cruel or degrading treatment and harassment;
- Respect private property rights and cultural heritage, arts and knowledge of neighboring communities;
- Respect the right of all employees to create and freely join trade unions of their choice, and respect the right to organize in accordance with ILO Conventions;
- Prevent all forms of discrimination (ethnic, gender, nationality, religion, age, disability, health condition, etc.) and actively promote professional equality in recruitment, promotion, training, salary, conditions, working hours, etc.;
- Refrain from any form of direct or indirect forced labor and from any use of child labor.

DEVELOP THE GROUP'S HUMAN CAPITAL

- Ensure fair pay and working conditions for all employees;
- Provide our employees with a living environment that promotes social cohesion and strengthens the sense of belonging;
- Implement procedures to successfully recruit, develop skills and manage the careers of our employees;
- Plan and conduct restructurings responsibly in cooperation with employee representatives.

COMPLY WITH BUSINESS ETHICS AND MARKET REGULATIONS

- Raise awareness and train our employees on sustainable development and ensure they abide by principles and contribute to the achievement of the Group's social responsibility;
- Encourage supplier and subcontracting partners to adopt principles and practices that converge with ours, particularly in terms of working conditions and environmental policy;
- Respect the interests of our clients and apply sound business ethics;
- Handle customer claims diligently and in good faith;
- Actively prohibit and prevent any forms of corruption, fraud, conflicts of interest and anti-competitive practices;
- Refrain from any interference in political or partisan life and publicly report on matters that are strictly limited to technical aspects in all countries in which we operate.

CONTRIBUTE TO THE SOCIAL AND-ECONOMIC DEVELOPMENT OF THE REGIONS IN WHICH WE OPERATE IN MOROCCO AND OUTSEAS

- Contribute to the economic and social development of living areas and neighboring communities giving the highest priority to childhood, education and entrepreneurship;
- Ensure the prevention of side effects and the improvement of the wellbeing of populations and neighboring communities, already during our projects' design phase, with a focus on sustainability, in partnership with local actors;
- Favor local employment and purchasing, partnerships with public authorities and NGOs for programs with high social utility, focused on health, education and the development of income-generating activities;
- Ensure a high level of tax compliance and transparency in terms of tax payment wherever we operate;
- Allow our employees to support general interest causes.

PROTECT THE ENVIRONMENT

- Define and regularly update our environmental strategy;
- Integrate our environmental processes into our risk management system, based on objective scientific principles and reliable and transparent data;
- Prevent and control pollution risks; we have adopted a proactive approach with respect to preventing accidental pollution risks and we pay particular attention to risks of emitting polluting substances into the air, and the risks of polluting soils and aquifers;
- Prevent local pollution and reduce nuisance related to noise, vibrations, dust emission and landscapes;
- Develop and roll out effective processes for the reduction of our water and energy consumption, and greenhouse gas emissions;
- Conduct and update a carbon assessment of our activities and implement action plans to reduce our carbon footprint;
- Improve our energy mix through the introduction of new sources (solar, wind, etc.) in our operations;
- Protect biodiversity; we take the necessary measures to prevent the degradation of ecosystems, remarkable or vulnerable habitats; and we respect protected areas;
- Promote the use, reuse, recycling and responsible disposal of waste produced by our activities: we develop industrial solutions for waste disposal.

COMPLY WITH RESPONSIBLE GOVERNANCE RULES

- Pay full regard to the competence of our governance bodies; report fully on our activities and our results;
- Implement risk identification and risk management measures that are in line with the nature of our activities, while ensuring compliance with the principles of sound , prevention and precaution; as well as all our corporate social responsibility factors;
- Respect the interests and rights of our shareholders, and provide accurate, complete and sincere information to our Board of Directors and its specialized committees;
- Provide sincere, updated and certified data to our capital market partners, which allows them to confidently and sustainably commit to shared value creation with Managem Group.