

## Environmental & Social Policy

The Project Company is committed to achieve a positive contribution to sustainable development and to protect Human Rights. This requires, the protection of the environment and the wellbeing of its employees, contractors and the local community, through all stages of the project life cycle, as well as participative and transparent stakeholder engagement.

To achieve these goals, the Project Company is committed to:

### E&S Management

- Comply with applicable national and local E&S laws and regulations as well as permitting requirements, applicable International Conventions, international requirements, and Project specific E&S obligations.
- Identify, assess and mitigate potential impacts to the community, workers and the environment
- Establish and maintain an Environmental & Social Management System (ESMS) which identifies objectives and targets, impacts, risks and hazards, responsibilities, and includes systems of monitoring and reporting as well as incident and accident reporting and investigation
- Realize continual improvement in E&S performance
- Report externally on E&S performance and encourage dialogue with employees, local communities and other stakeholders to promote awareness
- Setup a Grievance Mechanism for workers and the community to express concerns without retaliation

### Environment

- Achieve a target of Zero significant environmental accidents.
- Minimize and manage all waste streams and where waste is generated ensure that it will be handled and disposed of safely and responsibly according to the waste mitigation hierarchy of “prevent, reuse, recycle”.
- Promote efficient use of natural resources and energy, prevent pollution to water, land, and air and raise awareness to minimize any adverse impact on the environment.
- Protect and conserve biodiversity.
- Address climate change and GHG-emissions impacts, minimize emissions, and enhance positive impacts.
- Avoid pollution of water, air and land
- Ensure safe management of hazardous substances


### Health and Safety (H&S), Labor and Working Conditions

- Achieve a target of Zero fatalities and Zero injuries
- Strict compliance with the H&S rules and procedures defined for the project
- Provide a place of work that is safe for workers and communities
- Prohibition and zero tolerance to child and forced labor.
- Promote a safe, equal, and inclusive workplace, ensuring a work environment free of harassment or discrimination on the basis of gender, nationality, religion, sexual orientation, or any other personal or cultural attribute.

### Social

- Ensure community health, safety and security throughout all activities undertaken
- Ensure a positive contribution to local development.
- Provide satisfactory compensation and livelihood restoration for formal and informal land users affected by the Project.
- Maintain informed consultation and participation with stakeholders and affected communities.
- Recognize the importance of women in development, consider gender-specific impacts and risks and promoting women’s rights.
- Ensure Zero tolerance to gender-based or any other type of violence, harassment, and any form of discrimination.
- Ensure gender equality among project workers and employees and promote the participation of women in the Project.

The Project Company will monitor and review this Policy on a regular basis to ensure that it continues to support and encourage a high standard of E&S performance.



**Mohamed Al Muharrami**

General Director

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