

# GEMFIELDS

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## Societal policy

We commit to:

- Completion at Gemfields owned, fully-licensed mining operations of the following; illicit/artisanal & small-scale mining baseline assessment where there is a considerable risk, social impact assessment and, if relevant, resettlement action plan
- Engage those self-identified as indigenous communities by adhering to the principles of free, prior and informed consent
- Contribute positively to local livelihoods through corporate social investment and collaboration via a negotiated dialogue, and where possible, contribute to regional and national programmes related to specific challenges faced by the communities and countries in which we operate
- Internal monitoring and measurement of our community investment projects, social performance and documented engagement to maintain support for communities
- Informing, engaging and ensuring that communities understand the potential risks and benefits of our operations on the physical and economic aspects of their lives as well as engaging them on our mine lifecycle plans with regards to environmental rehabilitation, safety and closure planning
- Physical and/or economic compensation due to involuntary resettlement after a negotiated agreement is in place, and where practically and economically feasible, follow international standards whilst adhering to local requirements
- Providing local communities with a channel for discussing grievances they feel are the direct result of our operation, employees or contractors, and that as a two-way process, if we feel a grievance is unjustified, we will explain why
- Abide by the rule of law in the countries that we operate willingly and transparently in accordance with the principles of the Extractives Industry Transparency Initiative by paying any taxes, duties or fines arising as a result of our operations, mining license, product extraction and export, corporate social investment responsibilities
- Proactively understand the site-specific dynamics of illicit and unlicensed mining on our concessions in order to enhance community relations and minimise commercial risk



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Ian Harebottle  
CEO



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Clive Newall  
Chair, HSEC Committee