



COMMUNITY RELATION POLICY



COMMUNITY RELATION POLICY

What we believe:

Avesoro believes that strong, well planned, executed and maintained symbiotic relationships that are based on mutual respect and trust with our host communities, host governments and other key stakeholders, are essential for sustainability of its projects. Our goal shall be to improve and strengthen the social license which we believe will result in clear and lasting value for all stakeholders and ourselves.

What we shall do:

- Develop and implement stakeholders' engagement policy and plans that are alive, robust, proactive and reflect demonstrable sensitivity for culture, gender, demography and religion.
- Continuously be ready to dialogue on all issues in a timely manner and working towards a peaceful and lasting settlement, while respecting the views and understanding the impact of our project on people and systems around us.
- Maintain a robust grievance mechanism and management program that is based on internationally accepted principles and practices.
- Create and implement an effective Project Linkages Plan for procurement, employment and economic enhancement of our host country and communities.
- Commit to respecting and abiding by all laws related to operating projects on lands traditionally and/or customarily owned where such projects may have adverse impacts on the local communities.
- Develop effective, efficient, sustainable and measurable relationships with relevant organizations, governments and community-based financing entities, to create positive socio-economic impact within our host communities, that are in line with proper visioning exercises.
- Develop and implement policies and strategies aimed at avoiding, preventing and minimizing the project's impact on communities, cultural heritage and the environment, and where when necessary, ensure proper mitigation, demonstrating utmost sensitivity in the process.
- In consultation with the relevant stakeholders, prepare, design and commit to closure plans that are inclusive of all physical, social and environmental considerations.
- Exert all effort to avoid the involuntary physical or economic displacement of communities and ensure that where and when unavoidable, resettlements will be done based on standards that conform to international best practices.

By participating in any Avesoro project, all employees, contractors and stakeholders commit to do his/her part to achieve these goals.