



# STAKEHOLDER ENGAGEMENT POLICY



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### Purpose and Objective

Avesoro believes that our Stakeholders are an essential constitutive part of each Project as they represent various interests and influence based on how they are impacted. As such, we commit to engage and sustain relationships based on the same high corporate values of respect, respect, responsibility and transparency. We aim to build mutual trust and confidence with every stakeholder.

To achieve this, we commit to:

- Properly identifying and engaging stakeholders that are influential and/or impacted by our Projects.
- Developing and implementing proactive, continuous and meaningful engagement practices into business processes. This shall include formal and informal engagement and various effective methods of communication.
- Capturing and reporting key stakeholder issues, and potential impacts, opportunities and risks to management, the Board and, where necessary, external stakeholders.
- Build on an understanding of previous stakeholder engagement activities undertaken in the project area;
- Clarify the vision for engagement with stakeholders and objectives for engagement;
- Provide an engagement plan and implementation schedule; and
- Provide a grievance management procedure.
- Ensure that the Policy is regularly reviewed and updated to remain fit for purpose.

Avesoro recognizes the following as key and essential stakeholders:

- Employees;
- Host communities;
- Financial market participants (shareholders, investors, capital providers and analysts);
- Governments (national, regional and local)
- Regulators.
- Industry associations and mining peers;
- Media;
- Non-governmental and community-based organisations;
- Organised labour;
- Third parties (business partners, contractors and suppliers); and
- Traditional authorities

Avesoro will work to build relationships founded upon:

- Open and transparent communication;
- Learning from others;
- Mutual interdependence;
- Sharing success.