



Q/ZJ

紫金矿业集团股份有限公司企业标准

Zijin Mining Group Co., Ltd. Corporate Standard

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社区政策

Community Policy

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Community Policy

1. INTRODUCTION

Zijin Mining Group Co., Ltd. (hereinafter referred to as "Zijin Mining", "we" or the "Company") fully recognizes that mutually trusted and win-win community relations constitute a solid cornerstone for the Company's sustainable development. Guided by our goal of "Mining for a Better Society", we comply with the *UN Guiding Principles on Business and Human Rights*, the *OECD Guidelines for Multinational Enterprises* and other relevant international initiatives and standards, and integrate social responsibility into every aspect of our business operations. We adhere to the principles of respect and integrity, and conduct substantive, inclusive, open and transparent engagement and communication with communities throughout the entire project life cycle. Meanwhile, the Company is committed to close collaboration with all stakeholders to minimize the potential impacts of its operations on local communities. We aim to advance the joint development of the enterprise and communities, strengthen community economic resilience, and contribute to the achievement of the UN Sustainable Development Goals (SDGs).

2. SCOPE

This Policy applies to all business operations and activities of the Company, its directly affiliated units, and wholly-owned or controlled subsidiaries, covering business entities, management, employees, suppliers, contractors, and other relevant parties throughout the entire project lifecycle, including exploration, development, operation, mine closure, and post-closure management. It applies to communication, engagement, and related business activities between the Company and local communities as well as other local stakeholders in areas affected by mining activities. The Policy is applicable simultaneously to the Company's global business activities such as investments, mergers and acquisitions, and due diligence processes, and shall serve as a key criterion for supplier selection. Zijin Mining will promote compliance with this Policy among value chain partners (including suppliers, contractors, etc.). Any violation of this Policy may jeopardize the violator's business relationship with Zijin Mining and could even result in the termination of such cooperation.

3. REFERENCES

- a) United Nations Sustainable Development Goals (SDGs)
- b) Ten Principles of the United Nations Global Compact
- c) Universal Declaration of Human Rights (UDHR)
- d) United Nations Guiding Principles on Business and Human Rights (UNGPs)
- e) United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)
- f) International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability
- g) Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- h) International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and related conventions
- i) World Gold Council (WGC) Responsible Gold Mining Principles (RGMPs)

4. MANAGEMENT APPROACH

Zijin Mining's community strategy is overseen and planned by the Strategic and Sustainable Development (ESG) Committee under the Board of Directors. Each subsidiary has established a dedicated community work department staffed with professional personnel, who handle daily tasks such as community engagement, public welfare donations, and the implementation of community development projects. Zijin Mining is committed to establishing a community relation based on mutual respect and common development throughout the entire lifecycle of mineral resource development. To this end, we make the following commitments:

- a) Respecting community rights and transparent governance. We respect and protect community human rights, cultural traditions, and livelihoods; promote transparency in community investments and government cooperation; and ensure full transparency and traceability throughout the process.
- b) Promoting inclusive communication and engagement. We emphasize cultural sensitivity and equality in participation; eliminate barriers to participation through capacity building when necessary; and ensure that communication and engagement are dynamic and ongoing, with regular evaluation and improvement of relevant strategies. We establish multi-level community dialogue mechanisms, using accessible and inclusive methods such as visual reports and local languages to reach diverse groups, ensuring that representatives of indigenous peoples, women, and vulnerable communities have meaningful participation in key decisions. Meanwhile, the Company integrates community engagement into human rights due diligence processes to ensure that participation respects human rights, avoids discrimination and negative impacts, and enhances transparency and accountability.
- c) Accurately identifying community needs. We systematically identify core community concerns and demands through social surveys, stakeholder interviews, and other means; address key issues such as people's livelihood improvement, education, healthcare, and infrastructure development; and formulate community investment plans covering the entire mine lifecycle.
- d) Avoiding and properly managing involuntary resettlement. We prioritize avoiding physical or economic involuntary resettlement of communities; if such resettlement is unavoidable, strive to mitigate or remedy adverse impacts through full consultation and communication, including providing fair compensation and restoring or improving the livelihoods and living standards of resettled residents.
- e) Long-term community development and empowerment. We enhance the endogenous economic momentum of communities through skills training, localized procurement, and small and medium-sized enterprise support programs, supplemented by gender equality initiatives. We prioritize hiring local residents and procuring local products and services to systematically strengthen community economic resilience.
- f) Promoting formalization of artisanal and small-scale mining (ASM). We establish a multi-stakeholder communication and engagement mechanism to conduct systematic risk assessments, implement traceability management, and develop alternative livelihood programs, thereby providing scientific support for ASM governance. Meanwhile, the Company will collaborate with government authorities and non-governmental organizations (NGOs) to provide support for ASM in areas such as technological upgrading, environmental management, and safety training, assisting in advancing the formalization of artisanal and small-scale mining and effectively mitigating environmental and safety risks at the source.
- g) Gender equality and inclusive development. We advocate for gender equality in communities and eliminate discriminatory practices; enhance women's skills through targeted training, support their career development, and promote the popularization of gender equality awareness in communities.
- h) Continuous optimization and improvement. We implement dynamic monitoring of community impacts and regular information disclosure, establish multi-channel complaint platforms in accordance with the *UN Guiding Principles on Business and Human Rights*

(UNGPs), conduct third-party verification or audits, and build a continuous improvement cycle of "assessment, action, and feedback."

4.1 Stakeholder Communication and Engagement

Zijin Mining is committed to establishing meaningful, constructive, and positive dialogue with local communities, listening to their voices and demands to minimize or mitigate risks arising from our production and operational activities. We extensively solicit and respond to the expectations and demands of various stakeholders, and legally address complaints and dissatisfaction from communities through transparent and open communication and complaint mechanisms. We require the leadership of projects to engage in direct communication with communities, listen to residents' genuine demands, and resolve practical issues. Through regular community meetings, mine open days, media open days, and other initiatives, we have established multi-stakeholder communication channels to advance the development of "transparent communities."

Zijin Mining regards systematic, transparent stakeholder communication and engagement as a core component of community development. All business units must adhere to the following principles:

- a) Ensure stakeholders have full access to information in decisions involving community health, safety, environment, and livelihoods. Initiate engagement processes during the project planning phase to integrate their demands into decision-making procedures.
- b) Design communication mechanisms based on respect for human rights, prohibit all forms of discrimination, exclusion, and suppression, and build an equal and inclusive dialogue platform.
- c) Develop differentiated communication and engagement strategies based on analysis of stakeholders' influence, concerns, and vulnerability. Regularly evaluate the effectiveness of engagement and optimize tools and methods.
- d) Collect stakeholders' demands through multiple channels, establish a closed-loop mechanism of "needs, feedback, and improvement," and ensure reasonable concerns are incorporated into business decisions.
- e) Establish standardized complaint channels, clarify timeframes for complaint acceptance, investigation, and feedback; prioritize non-confrontational methods such as mediation and negotiation to resolve disputes.
- f) Regularly disclose communication progress, complaint handling results, and improvement measures. Key information is conveyed to communities and the public in easily understandable forms; third-party institutions are engaged to conduct audits on the compliance and performance of communication mechanisms.

4.2 Indigenous Peoples and Cultural Heritage Protection

We respect the collective and traditional rights, cultures, and land connections of indigenous peoples, which are closely linked to their physical, spiritual, cultural, and economic well-being. We are committed to being a beneficial partner to indigenous peoples and making positive contributions to safeguarding their rights and interests. In areas where projects may affect indigenous lands, resources, or livelihoods, we implement the Free, Prior and Informed Consent (FPIC) process in accordance with the United Nations Declaration on the Rights of Indigenous Peoples and relevant ILO Conventions, ensuring the full participation of indigenous communities in decision-making throughout the process. No project may proceed without explicit consent.

We adhere to the requirements of IFC Performance Standard 8, prioritizing the avoidance of impacts or damage to the traditional territories or culturally significant heritage of indigenous peoples in the vicinity of our project development areas. When such impacts are unavoidable, we will conduct formal negotiations and consultations with indigenous peoples through an open, transparent, and inclusive Free, Prior and Informed Consent (FPIC) process. We will reach mutually agreed cultural heritage protection or management agreements and implement measures to minimize adverse impacts to the greatest extent possible. Meanwhile, we commit to implementing necessary compensation plans based on the outcomes of consultations, ensuring that affected groups are treated fairly throughout

the process and that their cultural rights are respected.

4.3 Community Development

Zijin Mining upholds the values of "Value Creation and Development for All" and shares the fruits of its development with local communities. We are committed to participating in the development and construction of project locations as a community partner, striving to minimize the negative impacts of mining activities on communities while bringing long-term, positive social impacts to the local area. We actively plan, design, and implement "empowerment-oriented type" community development programs, investing in community infrastructure to improve local basic conditions such as transportation, education, health, environment, safety, and medical and epidemic prevention—laying the foundation for local economic development. For vulnerable groups, ethnic minorities, and socioeconomically disadvantaged populations in local communities, we promote inclusive development-focused community support programs. Through various public welfare initiatives, we provide them with basic living supplies, educational support, and capacity-building opportunities to enhance their self-development capabilities and promote sustainable livelihoods. Meanwhile, we conduct extensive cooperation with host governments and communities to jointly advance the comprehensive development of communities.

4.4 Resettlement

Zijin Mining strictly avoids involuntary resettlement and prioritizes alternative solutions that prevent community displacement. When involuntary resettlement is indeed necessary, the Company ensures that all land acquisition complies with applicable laws, regulations, and international best practices. In accordance with the requirements of *IFC Performance Standard 5: Land Acquisition and Involuntary Resettlement*, prior to the initiation of any resettlement activity, we collaborate with local stakeholders, government agencies, non-governmental organizations, lawyers, resettlement experts, or other independent third parties to develop documents such as the Resettlement Policy Framework (RPF), Resettlement Action Plan (RAP), and Stakeholder Engagement Plan (SEP). These measures ensure the legality, transparency, and participatory nature of the entire resettlement process, minimize adverse impacts to the greatest extent, restore or improve livelihoods and living conditions, and guarantee that affected individuals receive fair treatment, equitable compensation, reasonable resettlement arrangements, and skills for sustainable livelihood restoration.

5. SUPPLEMENTARY PROVISIONS

5.1 Approval Authority: This policy is approved by the Zijin Mining Board of Directors' Executive and Investment Committee and takes effect from the date of issuance.

5.2 Language: This policy is prepared in both Chinese and English. In case of any discrepancy between the two versions, the Chinese version shall prevail.

5.3 Interpretation: This policy is interpreted by the Zijin Mining ESG Office.