

# GEMFIELDS

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## Human rights & security policy

To be read in conjunction with Gemfields HR policies.

We commit to:

- Championing a workplace culture where employees have the right to dignity and respect and that working conditions and practices will respect employees' dignity
- Requiring operational leaders to inculcate a zero tolerance approach to physical, sexual, racial, religious, psychological, verbal, mental or any other form of harassment, threat or abuse whether manifested in behaviour, language, writing or gesture by our employees or contractors
- Requiring operational leaders to ensure there is no unfair discrimination, or favouritism in employment on the basis of race, colour, sex, sexual orientation, religion, political views, gender orientation, national extraction, social origin or age
- Guaranteeing employees have the freedom of association and collective bargaining without interference or intimidation and that negotiations and dialogue are conducted transparently and openly with outcomes that are respected and protected
- Taking a zero tolerance approach to forced labour, including forced overtime and preventing the employment of people under the age of 18
- Where accommodation for workforce is provided on the mine site allowing employees reasonable freedom of movement including access, egress, safety and appropriate segregation
- Conduct security & human rights risk assessments and requiring all security services or individuals performing security services to be evaluated for any prior involvement in human rights abuses, and requiring a declaration to demonstrate no previous involvement
- Promote respect for human rights as set forth in the UN Universal Declaration of Human Rights, requiring all contracted security services to site-specifically trained according to the Voluntary Principles for Security & Human Rights
- Where reasonably practical champion and address practices in our sector and direct supply chain regarding human rights through collaboration and dialogue with stakeholders and the appropriate deployment of terms of business, warranty systems and the use of third party audits
- Proactively understand the site-specific dynamics of illicit and unlicensed mining on our concessions in order to enhance community relations, minimise human rights abuse or conflict and minimise commercial risk



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Ian Harebottle  
CEO



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Clive Newall  
Chair, HSEC Committee