

Community engagement & livelihoods policy

At Gemfields owned and fully-licensed mining operations, we commit to:

- Developing and carrying out community risk assessments, engagement strategy, grievance mechanisms and community development strategies to enhance the long-term livelihoods and viability of neighbouring communities
- Carrying out, where there is considerable risk, illicit/artisanal & small-scale mining baseline assessments, social impact assessment and, if relevant, resettlement action plan
- Contribute positively to local livelihoods through direct community 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
- Freely informing, engaging and ensuring that communities, including those self-identified as indigenous, understand the potential risks and benefits of our operations on the physical and economic aspects of their lives
- Engaging communities on our mine lifecycle plans with regards to environmental rehabilitation, community safety, closure planning and post-closure arrangements
- 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 and local regulations
- 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 to be remedied by us if it is found the grievance is justified
- 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



Sean Gilbertson
Chief Executive Officer, Gemfields



David Lovett
Chief Financial Officer, Gemfields