

# **CORPORATE AND SOCIAL RESPONSIBILITY POLICY**

## Corporate and Social Responsibility Policy

### 1 Overview

- 1.1 The reputation and integrity of Centamin plc and its subsidiaries (the “Company”) depends on its directors and employees acting, and being seen as acting, in a way which is consistent with best practice for corporate governance in the community in which we operate.
- 1.2 The success of our mining activities is endorsed through long-lasting relationships with the communities in which our mines and exploration activities operate. To this effect, the Company intends to maintain mutual respect and trust with neighbouring communities throughout the life of its mines and duration of its exploration activities.
- 1.3 With these values in mind, the management of the Company has adopted the following measures that the Company will follow:
  - (a) Adopting a systematic approach to community relations, developed and designed to ensure compliance with the local legislations, existing Company policies and international best practices;
  - (b) Respecting and valuing the customs, traditions and lifestyle of neighbouring communities;
  - (c) Promoting a culture in which all employees and contractors understand and share the commitments of this policy;
  - (d) Adopting a good neighbouring policy through providing continual co-operation and interaction with the community;
  - (e) Having the necessary control measures in place to minimise impacts on the community or its economic activities;
  - (f) Ensuring timely and transparent information is disclosed to communities;
  - (g) Implementing a public consultation program and a grievance system to provide the community with opportunities to express their views;
  - (h) Supporting community development initiatives aiming at achieving sustainable development; and
  - (i) Periodically reviewing this policy and the system by which it is achieved.
- 1.4 Employees are encouraged to discuss the application of this policy to specific business circumstances with the heads of department.

## **2 Compliance of this Code of Conduct**

- 2.1 The Board, management and all employees of the Company are committed to implementing this policy.
- 2.2 This policy should be read in conjunction with the Company's Code of Conduct and report any contravention of this policy in line with the Code.

## **3 Periodic review of this Policy**

- 3.1 The Company will monitor compliance with this policy periodically by liaising with the Board, management and staff and consider any other ideas or suggestions for improvement of this policy. Suggestions for improvements or amendments to this policy can be made at any time by providing a written note to the Company's Chairman, CEO, the Company Secretary or the Company's General Counsel.

## **4 Translation**

- 4.1 This policy will also be translated into Arabic, and distributed to Egyptian national employees and will also be translated into French and shared with our employees in West Africa.

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