



DIVERSITY AND INCLUSION POLICY

DIVERSITY AND INCLUSION POLICY

1 PURPOSE

- 1.1 Centamin recognises that a successful business has a diverse and inclusive workforce, where diversity of opinion and experience is a strength. We aim to promote an inclusive culture throughout the Company that reflects the diversity of the countries in which we operate; and a culture of belonging and inclusion where everyone is respected, valued and empowered to excel within the workplace. Diversity refers to all characteristics that make individuals unique and is to be valued.
- 1.2 Diversity refers to all characteristics that make individuals unique and these characteristics include, but are not limited to, gender or gender identity, geographical representation, education, experience, ethnicity, opinion, experience, culture, race, sexual orientation, language, marital status, religion or belief, citizenship, colour, age, ability, political affiliations, socio-economic status.
- 1.3 Recognising the barriers to diversity within the mining sector at large and in the countries in which we operate, Centamin strives to improve the diversity and inclusivity of its workforce.
- 1.4 This Policy underpins our *purpose*: **Creating opportunity for people through responsible mining**; and reflects our *values*: **Protect, Ownership, Innovate, Educate, Passion**. The commitments made in this Policy are complementary to those presented in other Centamin policies, not limited to the: Code of Conduct, Human Rights Policy; People Policy and Whistleblower Policy.

2 SCOPE AND APPLICATION

- 2.1 This Policy applies to all Centamin activities and representatives, including without limitation:
- a) directors, employees and any third-party workers, contractors, business partners or visitors (collectively, "Responsible Persons") of Centamin's controlled and managed assets; and
 - b) all sites, all business activities, and all phases of the mine life-cycle encompassing exploration, design, construction, operations, and closure.

3 RESPONSIBILITIES

- 3.1 Our Board of Directors, with guidance from the Nomination Committee, are responsible for providing the strategic direction for the effective promotion of a diverse and inclusive workplace and to review the performance of the Company.
- 3.2 The implementation of this Policy is the joint responsibility of the Executives and respective asset-level managers, with the support of Centamin's corporate sustainability team and people management team.
- 3.3 The leadership group across all levels of the organisation is responsible for providing visible leadership in raising awareness, implementing and complying with the principles of the Policy.
- 3.4 All Responsible Persons are required to uphold Company values and have a duty of care to:
- a) Comply with applicable legal requirements, the Company's policies, Code of Conduct and management standards;
 - b) Report all matters of non-conformance, hazards, risks and incidents; and
 - c) Co-operate with co-workers, supervisors and managers on the implementation of the Policy and identify areas for continual improvement.

4 POLICY STATEMENT

- 4.1 Centamin is committed to:
- (a) Strengthen diversity and inclusion in all aspects of workplace culture, policies, procedures and practices.
 - (b) Understand the composition of our workforce, including third-party workers to identify where Centamin may advance diversity.
 - (c) Develop diversity and inclusion action plans including, but not limited to, measures that resolve barriers associated with recruitment, retention, talent management and succession planning, development and leadership training.

- (d) In relation to the gender and ethnic diversity at Board, committees, and executive management level, align to the performance targets set by the FTSE Women Leaders Review and the Parker Review.
- (e) Incentivise our leadership team to take accountability for diversity, through inclusion of appropriate metrics within annual compensation structure.
- (f) Put in place workforce engagement structures to encourage open dialogue on diversity and inclusion. Conduct biennial leadership engagement surveys to evaluate workplace culture.
- (g) Conduct routine and targeted workplace awareness training on diversity and overcoming unconscious bias.
- (h) Promote diversity and inclusion within the mining sector more broadly through partnership with organisations that challenge the status quo within the sector and support marginalised groups.
- (i) Invest in community projects that support the economic empowerment of marginalised groups.
- (j) Promote a culture where every employee and third-party worker is treated fairly and without risk of discrimination, harm or abuse in the workplace.
- (k) Establish effective mechanisms for reporting, investigating and responding to instances of discrimination. Provide appropriate levels of support to victims of discrimination.
- (l) Set measurable objectives and targets that will drive continual improvement in diversity, including measures to provide a safe, encouraging and inclusive work environment. Strive to align with the guidance and metrics set by the FTSE Women Leaders Review, Parker Review, the GRI Standards and the Equileap scorecard criteria.
- (m) Publicly communicate our objectives, targets and performance as an integral part of our annual reports.

5 COMMUNICATION

- 5.1 This policy will be translated into all languages local to our assets and offices and will be published on the Centamin website.
- 5.2 Communication and awareness of this policy will be provided through inductions, routine and targeted training sessions to reinforce Centamin's cultural expectations.

6 REVIEW

- 6.1 This Policy will be reviewed and revised annually, to ensure it remains current with business needs. Any changes to the Policy will be presented to the Nomination Committee for review and the subsequent approval of the Board.
- 6.2 This Policy was reviewed and approved by the Board on 13 December 2023.



**Martin Horgan,
Chief Executive Officer
March 2024**