



MOPANI COPPER MINES PLC

POLICY

MINERAL SUPPLY CHAIN DUE DILIGENCE

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PURPOSE

The purpose of this policy is to provide guidelines on commercial business process in respect to mineral supply chain due diligence

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DOCUMENT REVISION CONTROL

REVISION NUMBER	PAGE NUMBER/S	CHANGE EFFECTED	DATE OF ISSUE
0.1	All	First draft for review	04 th April 2023
0.2	All	Copy for Management Review	06 th April 2023
1.0	All	Copy for Signatures	13 th April 2023
1.1	All	Company Logo has been officially changed with effect from 20 th May 2024 without variation in document content. A waiver has, therefore, been granted to effect these changes without recourse to appending fresh signatures for this particular change	20 th May 2024
2.0	All	Released for official use	20 th May 2024

REVIEW AND APPROVAL SIGNATURES

ROLE	RESPONSIBILITY	NAME	SIGNATURE	REVIEW DATE
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REVIEWER 2	Manager Internal Audit	Davies Mumba	DocuSigned by: <i>Davis Mumba</i> 487F4EF25BFE47B...	02-05-2023
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REVIEWER 4	Company Secretary	Alick Gondwe	DocuSigned by: <i>Alick Gondwe</i> AABC3AFF4169423...	28-06-2023
REVIEWER 5	Chief Financial Officer	John Chiwele	DocuSigned by: <i>John Chiwele</i> EE6EA27B5B3C4F5...	28-06-2023
APPROVED BY	Chief Executive Officer	Charles Sakanya	DocuSigned by: <i>Charles Sakanya</i> D87CERDE2F6B4B2...	28-06-2023

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1. SCOPE

1.1 PURPOSE, MEANING AND SCOPE OF APPLICATION

MOPANI COPPER MINES PLC (hereinafter referred to as 'MCM') is solemnly committed to social and environmental responsibility and ethical behaviour. All MCM's copper bearing material Suppliers, must provide workers with a safe working environment, ensure that workers enjoy dignity and fair treatment, and in any case, be responsible for the environment and communities when producing products or providing services for MCM. MCM requires its Suppliers to conduct business in accordance with the principles in the MCM Mineral Supplier Code of Conduct (hereinafter referred to as the "Code") and to comply with all applicable laws and regulations.

The Code draws on internationally recognized standards to promote the fulfilment of social, legal, ethical and environmental responsibilities. When this Code conflicts with legal regulations, the stricter standard will be followed in accordance with applicable laws.

The Code outlines MCM's constraints on Mineral Supplier behaviour with respect to labour rights and human rights, health and safety, environmental protection, legal compliance, ethics, and management practices. MCM regularly evaluates the compliance of Mineral Suppliers with the Code. Any violation of this Code may damage the business relationship between the Mineral Supplier and MCM and may even lead to the termination of business between the two parties. The Code applies to Mineral Suppliers and their subsidiaries that provide goods or services to MCM, or that goods or services are used in MCM. The following are detailed MCM standards that clearly define the requirements of MCM to comply with this Code.

2. OBJECTIVES

The objectives of the policy are.

- i) To provide guidelines to mineral supply chain due diligence
- ii) To ensure that Mineral Supplier behaviour with respect to labour rights and human rights, health and safety, environmental protection, legal compliance, ethics, and management practices are adhered to.

3. RESPONSIBILITIES

POSITION TITLE	ROLE	DESCRIPTION OF TASK
Manager Commercial	Head of the Mineral Supply Chain Evaluation Committee.	Develop and amend this document for Board Review and Approval.
Departmental Managers	Adhere and declare Mineral Supply Chain products	Ensure that this Policy is adhered to in their areas of control.
Commercial Superintendent	Ensure that the Policy is enforced and adhered to.	Responsible for the quality of day-to-day activities and reports on performance

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Material Purchasing Evaluation Committee	Scope reviewer for Contract bids and review of recommendations.	Scope reviewer for material available to source and review evaluation of offers from suppliers.
Chief Financial Officer	Review of the recommendations from the Material Purchasing Evaluation Committee	Review of the recommendations from the Sales Evaluation Committee
Chief Executive Officer	Final approver of material supply contracts	Final approver of material supply contracts

4. POLICY STATEMENTS

4.1 LABOUR RIGHTS AND HUMAN RIGHTS

Every employee in the mineral supply chain of MCM who provides the labour force must work in a fair and safe environment. Copper bearing material Suppliers of MCM must comply with MCM labour and human rights policies. The workers must be given the highest degree of dignity and respect and be treated in accordance with internationally recognized human rights standards.

4.1.1 Anti-discrimination:

In recruitment and other employment behaviours, Mineral Suppliers must not discriminate against any worker based on age, disability, ethnicity, gender, marital status, nationality, political appearance, race, religion, sexual orientation, gender identity, union membership or in any other status protected by applicable national or local laws. Medical examinations must be carried out in qualified formal hospitals or medical institutions. Suppliers must not conduct a pregnancy test or physical examination and must not conduct unlawful discrimination based on the results of the inspection, except as required by applicable laws and regulations or for workplace safety considerations.

4.1.2 Anti-harassment and abuse:

Suppliers must be committed to maintaining a harassment-free and abuse-free work environment. Suppliers must not threaten or subject workers to harsh or inhuman treatment, including but not limited to verbal maltreatment and harassment, psychological harassment, mental and physical oppression, and sexual harassment.

4.1.3 2.3 Prohibition of involuntary labour and human trafficking:

Suppliers must ensure that all work is purely voluntary. Suppliers must not traffic in persons or employ any form of slavery, coercion debt, contract or prison labour. Involuntary labour includes transporting, hiding, hiring, transferring, receiving, or hiring people through threats, coercion, abduction, fraud, or payment to anyone who controls others for the purpose of exploitation. Suppliers must not detain the original government-issued ID and travel document of the worker. Suppliers must ensure that the contract with the worker clearly states the terms of employment in a language understood by the worker. Suppliers must not impose unreasonable restrictions

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on the movement of persons in the workplace or access to facilities provided by them. Workers must not be required to pay recruitment or other similar fees to their employer or their agents to obtain employment. If workers are found to have paid such fees, they must be refunded to the workers. Suppliers must ensure that third-party recruitment agencies comply with this Code and legal requirements.

4.1.4 Prohibition of child labour

Suppliers must only employ workers who are at least 18 years old, or have reached the applicable legal minimum age for employment, or have reached the applicable age for completing compulsory education or the highest of the three is applicable. According to the principles of education benefit of Article VI of the N° 138 "Convention on the Minimum Age for Admission to Employment" published by International Labour Organization (ILO), Suppliers can carry out apprenticeship training programs in the legal workplace, or provide the Low-intensity work stipulated by Article 7 of the Convention.

4.1.5 Protecting young workers:

Suppliers may hire young people who are over the applicable legal minimum working age but under 18 years old, but with the precondition that they are not engaged in work that may endanger their health, safety or morals, and that relevant employment practices are consistent with the 138 number "Convention on the minimum Age for Admission to employment" of International Labour Organization (ILO). Suppliers must not require young workers to work overtime or perform night shifts.

4.1.6 Protecting Student Workers:

Suppliers must ensure proper management of student workers through proper maintenance of student records and strict due diligence on education partners, and protect student rights in accordance with applicable laws and regulations, Suppliers must provide appropriate support and training to all student workers.

4.1.7 Working hours

Except for emergency or special circumstances, workers must not work more than 60 hours per week (including overtime hours), and workers must be allowed to take at least one day off every seven days. Normal working hours must not exceed 48 hours per week. Suppliers must comply with all applicable laws and regulations related to working hours and breaks and all overtime must be voluntary.

4.1.8 Wages and benefits:

Suppliers must pay the workers no less than the minimum wage and provide any benefits stipulated by law and / or contract, Suppliers must pay workers overtime compensation at rates prescribed by law. Suppliers must inform all workers of the wage structure and payment schedule. Suppliers must comply with all legal requirements related to wages and benefits and must pay wages on time and in full. All use of temporary and outsourced labour must be restricted by local laws.

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4.1.9 Freedom of Association and Collective Bargaining:

Suppliers must allow workers to enjoy the legitimate rights and interests of freely forming associations, forming and joining (or not joining) organizing groups, and collective bargaining with others, without interference, discrimination, retaliation or Harassment.

4.1.9.1 Grievance system:

Suppliers must ensure the establishment of a complete worker grievance system or allow their workers to express their grievance through official grievance procedure of MCM to promote open communication between managers and workers.

4.2 HEALTH AND SAFETY:

Suppliers must provide and maintain a safe working environment and Incorporate sound health and safety management practices into its business. Workers must have the right to refuse unsafe work and report unhealthy work environment.

4.2.1 Health, Safety, Environment and Quality

Suppliers must comply with MCM policies on health, safety and environment, obtain and continuously update all necessary health and safety permits, and comply with the relevant provisions of these permits.

4.2.2 Occupational Health and Safety Management:

Suppliers must identify, evaluate and manage occupational health and safety hazards by prioritizing hazard elimination, replacement, engineering control, administrative control processes or providing personal protective equipment, Emergency Preparedness and Response: Suppliers must identify and evaluate potential emergencies. In each case, Suppliers must develop and implement emergency plans and response procedures to •minimize damage to life, environment, and property.

4.2.3 Health Risk Management:

Suppliers must establish a mechanism for workers to report health and safety accidents and attempted incidents, and to investigate, track and manage such reports. Suppliers must implement a corrective action plan to reduce risks, provide necessary treatments, and assist workers in returning to work smoothly.

4.2.4 Working and living conditions:

Suppliers must provide workers with fairly convenient and clean toilet facilities and drinking water. Dining, food preparation and storage facilities provided by Suppliers must be clean and hygienic. Worker dormitories provided by Suppliers, or third parties must be clean, safe, and have reasonable living space.

4.2.5 Health and Safety Information Communication:

Suppliers must provide workers with appropriate workplace and health and safety training in their mother tongue. Health and safety related information must be clearly posted on-site.

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4.2.6 Environment:

Suppliers must develop, implement and maintain environmentally responsible business practices. Environmental Permits and Reports: Suppliers must obtain and update necessary environmental permits and comply with all relevant requirements for environmental permits. Suppliers must comply with environmental reporting requirements in applicable permits and regulations.

4.2.7 Under controlled substances:

All products that suppliers produce or provide to MCM must be consistent with all requirements of "MCM hazardous chemicals management measures".

4.2.8 Hazardous waste management:

Suppliers must use a systematic method to identify, manage and reduce hazardous waste, and to dispose off or recycle it in a responsible manner.

4.2.9 Non-Hazardous Waste Management:

Suppliers must use a systematic method to identify, manage and reduce non-hazardous waste, and to dispose of or recycle it in a responsible manner.

4.2.10 Wastewater Management:

Suppliers must implement a systematic approach to identify, control and reduce wastewater from operations. Suppliers must regularly monitor the effectiveness of their wastewater treatment systems.

4.2.11 Exhaust gas emission management:

Suppliers must identify, manage, reduce and responsibly control exhaust gas emissions generated from operating activities and harmful to the environment. Suppliers must regularly monitor the performance of its exhaust emission control system.

4.2.12 Boundary Noise Management:

Suppliers must identify, control, monitor and reduce the noise generated by the factory that affects the noise level at the factory boundary. Suppliers to prevent pollution and reduce resource consumption must take conservation and alternative measures to reduce the consumption of energy, water and natural resources and reduce greenhouse gas emissions. Suppliers must take reduction and replacement measures to minimize the use of hazardous substances.

4.2.13 Quality requirements:

Suppliers must meet generally recognized or contractually agreed quality requirements in order to provide goods and services that consistently meet MCM's needs, perform as warranted and are safe for their intended use.

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4.3 PROFESSIONAL ETHICS AND LEGAL COMPLIANCE

Suppliers must always comply with ethical standards and must strictly adhere to the MCM Code of Business Conduct and Supplier Code of Conduct in their operations, including all aspects of relationships, business practices, procurement and operations. Relating to Responsible mineral procurement, Suppliers must conduct due diligence on the relevant minerals in their supply chain. Supplier must provide due diligence policies and management systems in order to identify the risks associated with and take appropriate measures to mitigate such risks. Suppliers must conduct due diligence on mineral processing levels to determine whether the minerals in question are from high-risk areas, including areas where the following activities or conditions exist conflict, worst forms of child labour, forced labour, and human trafficking, serious human rights violations or other high-risk activities (including serious health and safety risks and adverse environmental impacts) based on (NLF) AOS1075SD reasonable and objective judgments.

Suppliers must operate in compliance with all applicable laws, regulations, contractual agreements and internationally recognized standards, including but not limited to: prohibition of corruption and bribery, conflicts of interest, competition and antitrust, confidentiality and intellectual property, international trade compliance, authorization and licensing, taxation, data protection and privacy.

4.3.1 Business Ethics

Suppliers must not engage in corruption, extortion, embezzlement or bribery for the purpose of obtaining unfair or improper benefits. Suppliers must comply with all applicable anti-corruption laws and regulations in the countries and regions where they operate, as well as MCM's anti-corruption policies.

4.3.2 Information Disclosure:

Suppliers must accurately record information related to their business activities, labour, health and safety, and environmental practices, and disclose such information to all relevant parties in accordance with relevant legal requirements and must not forge or falsify such information.

4.3.3 Protection of intellectual property rights:

Suppliers must respect intellectual property rights and protect the security of customer information. Suppliers must manage technology and expertise from the perspective of protecting intellectual property rights.

4.3.4 Whistle-blower

For Protection and Anonymous Complaints, Suppliers must establish anonymous complaint mechanisms for managers and workers to report grievances in the workplace or inform them of the whistle-blower channel of MCM. Suppliers must keep the reporter and reported information confidential and prohibit retaliation.

4.3.5 Community participation

Suppliers must comply with MCM's Community Participation Policy. MCM encourages Suppliers to help in promoting social and economic development and contribute to the sustainable development of the communities where they operate.

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4.3.6 Management system:

Suppliers must comply with this code and all its standards. Suppliers must implement or maintain appropriate management systems in a timely manner to promote compliance with this Code and legal requirements, identify and reduce relevant operational risks, and promote continual improvement.

4.3.7 4.7 Risk assessment and management:

Suppliers must develop and maintain a set of procedures for identifying labour rights and human rights, health and safety, environment, business ethics and legal compliance risks related to its business operations; identifying various risks the relative severity of the risks; and implement appropriate procedures and controls to minimize identified risks.

4.3.8 Audit and evaluation:

Suppliers must regularly evaluate the facilities and operations of itself and its contractors and sub-contractors that provide goods or services to MCM to ensure compliance with this Code and legal requirements. Where necessary, MCM Suppliers must be allowed by MCM and MCM's designated third party, to conduct regular assessments of the accounting systems relating to their material supplied to MCM.

4.3.9 Prohibition of direct or indirect support to none state armed groups:

MCM will not tolerate any direct or indirect support to non-state armed groups through the extraction, transport, trade, handling or export of minerals. -"Direct or indirect support" to non-state armed groups through the extraction, transport, trade, handling or export of minerals includes, but is not limited to procuring minerals from, making payments to or otherwise providing logistical assistance or equipment to, non-state armed groups or their affiliates.

4.3.10 Prohibition of direct or indirect support to public or private security forces:

MCM Suppliers must eliminate direct or indirect support to public or private security forces who illegally control mine sites, transportation routes and upstream actors in the supply chain; illegally tax or extort money or minerals at point of access to mine sites, along transportation routes or at points where minerals are traded; or illegally tax or extort intermediaries, export companies or international traders.

4.3.11 Prohibition of bribery & fraudulent misrepresentation of the origin of minerals:

MCM will not in any way or by any means conceal or disguise the origin of minerals, to misrepresent taxes, fees and royalties paid to government for the purposes of mineral extraction, trade, handling, transport and export.

4.3.12 Prohibition of money laundering:

MCM will support and contribute to efforts aimed at effective elimination of money laundering resulting from or connected to the extraction, trade, handling, transport or export of minerals, derived from illegal taxation or extortion of minerals at points of access to mine sites, along transportation routes or at points where minerals are traded,

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4.3.13 Payment of taxes, fees and royalties due to government:

MCM will ensure that all taxes, fees, and royalties related to mineral extraction, trade and export are paid to government and commit to disclose such payments in accordance with the principles set out under the Extractive Industry Transparency Initiative (EITI)

4.4 MANUSCRIPTS AND RECORDS

Suppliers must keep appropriate documents and records to ensure compliance with regulations.

4.4.1 Training and communication:

Suppliers must develop and maintain management and worker training courses in order to properly implement its policies and procedures and achieve the continuous improvement goals of the Supplier. Suppliers must have a process for communicating to workers, sub-contractors, and customers clear and accurate information about their performance, practices, policies, and expectations. Suppliers must have processes for continuous improvement in order to obtain feedback on practices related to this Code and to promote continuous improvement.

4.4.2 Corrective Action Process:

For deficiencies or violations discovered through internal and external audits, assessments, inspections, investigations or reviews, Suppliers must have a process for timely implementation of corrective actions.

4.5 ACCOUNTABILITY

MCM requires all Suppliers to comply with this Supplier code of conduct. Each Supplier must maintain appropriate standards and procedures to assess compliance with the Code and resolve non-compliances. With full respect for the confidential information and intellectual property of the Supplier, MCM reserves the right to evaluate the Supplier facilities and / or require obtaining and reviewing supporting documents to verify the Supplier, whether the Supplier meets the expectations set out in this Code. Suppliers must correct major deficiencies in a timely manner, failure to remediate major deficiencies in a timely manner and / or flagrant violation of the law may result in termination of all supply or service agreements with MCM. It is the responsibility of each Supplier to know, understand and comply with the laws and regulations applicable to their business, whether or not this Code has specifically cited. MCM does not provide legal advice to Suppliers, nor does it assume the responsibility to communicate and explain any legal requirements to Suppliers. This Code refers to internationally recognized principles, such as the Code of Conduct for the Electronic Industry, the standards of the British Ethical Trade Organization (BETO), the International Labour Standards of the International Labour Organization (ILO), Social Responsibility International SA 8000, and the TLC) Code of Practice on Safety and Health Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises" and ISO 45001.

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5. DEFINITIONS AND ABBREVIATIONS

TERM	DESCRIPTION
MCM	Mopani Copper Mines PLC
ILO	International Labour Organisation
EITI	Extractive Industry Transparency Initiative
MSDS	Material Safety Data Sheets
BETO	British Ethical Trade Organization

6. REFERENCES

REFERENCE	AUTHOR	TITLE
OECD (2016)		OECD Due Diligence guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third edition.
POL-027	MCM	Mopani code of conduct and ethics for employees, suppliers and contractors
POL-042	MCM	Voluntary principles on security and human rights policy
POL-077	MCM	Enterprise Risk management Framework policy
POL-084	MCM	Compliance Management Framework
POL-023	MCM	Corporate Social Responsibility
POL-026	MCM	Communication Policy
POL-061	MCM	Records Retention and Protection
POL-079	MCM	Procurement Policy
MPL-027	MCM	Guidelines on Foreign Materials for Treatment at Mopani Processing Plants

7. APPENDICES

7.1 APPENDIX 1

None

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