



Human Rights Policy

Chemaf is committed to developing an organisational culture that respects human rights and seeks to avoid complicity in human rights abuses. We are committed to upholding, protecting and promoting the human rights of our employees as well as the people within the communities and sphere of influence within which we operate.

We aim to:

- Avoid causing, or contributing to adverse human rights impacts;
- Prevent or mitigate adverse human rights impacts linked to our operations, products or services through our business relationships; and
- Make a positive contribution to the advancement of human rights of all people, including vulnerable groups. In the event that we cause or contribute to an adverse impact on human rights, we provide for, or cooperate in, processes to enable appropriate remedy.

Objective

The primary objective of this policy is to promote fair and sound human right practices within Chemaf and its operations and to give effect to the principles of the human rights standards which Chemaf subscribes to.

Scope

This policy applies to all employees, contractors, service providers and customers of Chemaf.

Guiding Principles

This policy is guided by the principles of the following human rights standards:

- Universal Declaration of Human Rights (1984)
- International Covenant for Civil and Political Rights (23 March 1976)
- International Covenant for Economic, Social and Cultural Rights (01 Nov 1976)
- International Labour Organisation's Declaration on Fundamental Principles and Rights at Work (Adopted in 1998 and amended in 2022)
- United Nations Global Compact Principles (26 July 2000)
- Voluntary Principles on Security and Human Rights (2000)
- United Nations Guiding Principles for Business and Human Rights (June 2011)

Chemaf realises that businesses can impact all human rights, and therefore integrates safeguards to human rights in all its company policies. Chemaf commits to comply with applicable laws and to respect internationally recognised human rights principles, even when national laws or their application falls short of protecting these rights.

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This policy must be read with and reinforces the following existing policies of the company in which human rights are embedded:

- Prohibition of forced labour
- Modern slavery statement

Responsibility

The Human Rights Policy is overseen by Chemaf's leadership who are responsible for ensuring that this policy is implemented and adhered to at each operational workplace and within the various functions and disciplines.

Commitment to Human Rights

The manner in which the company seeks to fulfil its commitment to human rights is illustrated, but not limited, to following areas:

- **Ethics:** Chemaf expects all employees, contractors and suppliers to share its commitment to high moral, ethical and legal standards and to create conditions where all can work with dignity.
- **Working conditions:** Chemaf will treat all employees fairly and honestly regardless of where they work. All staff will have a written contract of employment, with agreed terms and conditions, including notice periods on both sides. All staff are entitled to reasonable rest breaks, access to toilets, rest facilities and potable water at their place of work, and holiday leave in accordance with the legislation of the country where they work. All employees are provided with appropriate job skills training.
- **Forced and/or compulsory labour:** No employee may be compelled to work through force or intimidation of any form, or as a means of political coercion or as punishment for holding or expressing political views. Business partners must not use forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise.
- **Child labour:** Chemaf prohibits the use of child labour and will not knowingly engage in or benefit from its use. We commit to constructive engagement with all relevant stakeholders, including governments, in efforts to eradicate child labour where it is found in our concessions. Chemaf does not recruit child labour and supports the elimination of exploitative child labour.
- **Working hours, pay and benefits:** Chemaf complies with applicable labour and employment legislation and strives to remunerate employees competitively relative to comparable industry and market norms. Employees shall be compensated for overtime hours at the rate established by law in the country of manufacture or in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation rate. We will only do business with suppliers who pay employees at least the minimum wage required by local law or the prevailing industry wage – where available, whichever is higher, and who provide all legally mandated benefits.
- **Freedom of association/collective bargaining:** Chemaf respects our employees' right to join, form or not to join a labour union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognised union, we are

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committed to establishing a constructive dialogue with their freely chosen representatives. Chemaf is committed to bargaining in good faith within the appropriate national legal frameworks with such representatives.

- Equality and freedom from discrimination: Chemaf promotes diversity and inclusion and strives to maintain workplaces that are free from unfair discrimination or harassment based on race, sex, colour, nationality, religion, age, sexual orientation, gender, marital status, family status, HIV/AIDS status, disability or any other arbitrary grounds.
- Safe and healthy workplace: The safety, health and wellbeing of employees is a top priority. Chemaf aims to provide and maintain a safe, healthy and productive workplace that complies with applicable laws, regulations and internal standards. Working together with employees and contractors it continually aims to proactively identify and eliminate/reduce risks of accidents, injury and health impacts.
- Security and human rights: Chemaf maintains its relationship with private security companies and the legally constituted state security forces within the highest standards or practices and with the greatest transparency possible, thus developing corporate behaviour in accordance with the Voluntary Principles on Security and Human Rights.
- Indigenous Peoples' rights: Chemaf recognises and respects the importance of indigenous people's culture, heritage and traditional rights and supports the identification, recording, management and protection of indigenous cultural heritage sites.
- Environmental rights: Chemaf is committed to ensuring that the potential for environmental harm from its activities is minimised and that it responsibly manages the natural resources over which it is the custodian.
- No harsh or degrading treatment/harassment: Employees of Chemaf shall be treated with dignity and Chemaf shall maintain a working environment free of all forms of harassment, whether physical, verbal and/or psychological.
- Land acquisition: Chemaf is committed to avoiding resettlement or relocation of people or communities, where possible. If it is not possible, international best practices will be followed to ensure that the affected people or communities are in the same position or better off than before resettlement.

Execution

Managers and employees of Chemaf are expected, in the fulfilment of their daily tasks and activities, to observe and respect human rights and continuously assess opportunities to improve processes to prevent human rights violations to people within the business and value chain. Chemaf shall ensure that employees, contractors and service providers are familiarised with human rights issues that are relevant to their activities where necessary through ongoing training and communication. Chemaf will ensure that stakeholders that could be affected by our activities have access to feedback mechanisms that are legitimate, accessible, timely, equitable and transparent through which they could lodge any grievances or disputes that they may have. Chemaf's approach to resolving disputes and grievances is based on respect, engagement and dialogue with stakeholders and communities that are affected by Chemaf

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or its activities. Chemaf will provide an annual overview of its performance in terms of respecting and protecting human rights.

Non-compliance

Non-compliance with this policy and associated procedures by employees will result in disciplinary action and even dismissal. Any transgressions by contractors, service providers and suppliers will result in the implementation of appropriate corrective and remedial action.

Administration

Chemaf has the overall responsibility for the maintenance and operation of this policy.

Policy Review

This policy will be reviewed every two years, and as and when required due to changes in the legal frameworks, organisational development and economic trends.

Implementation Date

This policy will come into effect on the date of signature by the Chief Executive Officer


Signature of CEO
NICO DE LANGE
24 SEP 2022
Managing Director